



**unifor**  
Local222

**the OshaWORKER**

■ volume 72 no. 9 december 2013      www.local222.ca ■

## UPCOMING EVENTS

- **DEC. 14** - Unifor Local 222 Christmas Dinner & Dance - see page 4
- **JAN. 9** - Water fluoridation talk at Union Hall - see page 34
- **JAN. 12** - Unifor Local 222 Night with the Oshawa Generals - see page 20
- **FEB. 2** - Super Bowl Party at the Union Hall - see page 40

## New Unifor Local 222 Website Will Strengthen Our Union With Better Membership Communication

UNIFOR LOCAL 222 IS LAUNCHING our new website this month. This is a fundamental first step in creating better communication with our membership. We have created the new Local 222 website with a different structure so

that we need to ask all our members to go to the new site and register. You will be able to choose the unit you work at and select active or retiree. This will allow us to contact each member in the 27 individual units in Local 222 with



**Ron Svajlenko**  
Unifor Local 222  
President

information that is pertinent to their workplace. Each of our 27 units has different benefits, wages and pensions. The new email will separate out each unit and allow us to contact the members with information that is pertinent to each Local 222 unit.

Most of our members are now communicating with smart phones or home computers that enable the distribution of information almost instantaneously. We will be working towards providing more information on the site with the intention of having each one of our unit's Collective Agreement available online. The emails of each of our members will be secured in our server and we will ensure we use this communication for only information important to our

**NEW UNIFOR LOCAL 222 WEBSITE**  
continues on page 2

**Check out Local 222's  
new website at:**

**[www.local222.ca](http://www.local222.ca)**

**Follow us on Twitter at:**



**@UniforLocal222**

(<https://twitter.com/UniforLocal222>)

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# New Unifor Local 222 Website Will Strengthen Our Union With Better Membership Communication

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Union members. Information like schedule changes, Union events, negotiation information and announcements will be delivered with unprecedented speed directly to our members. We will also be running a contest where members who sign up their email will be in a draw for our new made-in-Canada Unifor jackets, shirts and hats, so check the website for details!

The new website incorporates state-of-the-art software and numerous drop

down menus to make finding information and events, very fast and easy. This will allow us to keep all our members better informed. If some members choose not to register, they take the chance of not being informed or receiving the information as quickly. This is not a quantum leap for most organizations. We are due to make better use of the electronic communication that is so prevalent in our lives, from on-line banking to internet shopping. I encourage all

our members to take this step and get connected to our new website because knowledge is power! The better united and informed we are as Unifor Local 222 Union members, the more likely we are to be successful in our bid for the wages, benefits and pensions that a just society can provide.

I continue to work with local bargaining committees and their National reps to complete three collective agreements coming due before the end of the year at Armada Toolworks, Auto Warehousing Canada and CEVA Logistics.

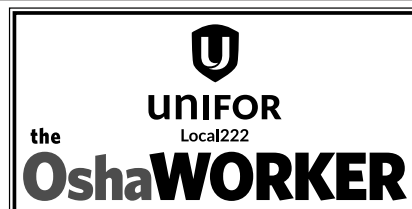
I hope everyone has a safe, happy and healthy break this holiday season. I look forward to working with the members of our community and my members to make 2014 a year of real prosperity for our members and the members of our community!★

## UNIFOR LOCAL 222 IS AN AMALGAMATED LOCAL MADE UP OF THE FOLLOWING UNITS:

|                                       |                                       |                                         |
|---------------------------------------|---------------------------------------|-----------------------------------------|
| General Motors of Canada (Oshawa)     | Armada Toolworks (Lindsay)            | Jones Lang LaSalle (Oshawa)             |
| Logistics In Motion (Ajax)            | Woodbridge Foam (Whitby)              | Mercedes-Benz Durham (Whitby)           |
| Durham Region Transit                 | St. Marys Cement (Bowmanville)        | Aditya Birla Minacs (Oshawa)            |
| Lear Corporation (Whitby)             | GDI Services (Canada) (Oshawa/Whitby) | Hanson Pressure Pipe (Uxbridge)         |
| Johnson Controls (Whitby)             | Trentway-Wagar Transit (Whitby)       | Kerr Industries (Oshawa)                |
| CEVA Logistics Supplier Park (Oshawa) | City-Wide Taxi (Oshawa)               | Columbus McKinnon (Cobourg)             |
| syncreon Supplier Park (Oshawa)       | AGS Automotive (Oshawa)               | Auto Warehousing Supplier Park (Oshawa) |
| Auto Warehousing Canada (Oshawa)      | Mills Motors Buick GMC (Oshawa)       | Abednego Environmental (Oshawa)         |
| syncreon automotive (Oshawa)          | Pilkington Glass (Whitby)             |                                         |
|                                       | Roy Nichols Motors (Courtice)         |                                         |

## EXECUTIVE BOARD

|                                             |                                                              |
|---------------------------------------------|--------------------------------------------------------------|
| <b>President</b> - Ron Svajlenko            | <b>Board Members At Large</b>                                |
| <b>Financial Secretary</b> - Dale Millson   | Tom Laughlin ( <i>Logistics In Motion</i> )                  |
| <b>First Vice President</b> - Mike Munce    | Scott Bateman ( <i>Lear Corporation</i> )                    |
| <b>Second Vice President</b> - Ted Lawrence | John Johnson ( <i>Durham Region Transit</i> )                |
| <b>Recording Secretary</b> - Jesse Forbes   | Fred Luke ( <i>CEVA Logistics</i> )                          |
| <b>Sergeant-At-Arms</b> - Wayne Andrus      | Dean Baumhauer ( <i>Johnson Controls</i> )                   |
| <b>Guide</b> - Phil Goodwin                 | <b>Board Member At Large (Balance of Local)</b> - Kevin Kent |
| <b>Trustees</b>                             | <b>Female Board Member At Large</b> - Lynn Ross              |
| Colin James ■ Barry Grills ■ Teri MacDonald | <b>Retirees' Representative</b> - John Redko                 |



**Editor:** Joe Sarnovsky

**Editorial Board:**

Ron Svajlenko ■ Dale Millson ■ Jesse Forbes

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Unifor Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

**The Oshaworker** is published by Unifor Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4 905-723-1187 ■ 1-800-465-5458 ■ Fax 905-436-9515 Email: local222@local222.ca

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## UNIFOR Local222 | Canada MEETINGS

The General Membership meeting is held at 3:00 p.m. on the first Thursday of every month except July & August.

The General Motors Unit meeting is held at 3:00 p.m. on the third Thursday of every month except July & August.

The Oshawa & Area Skilled Trades Council meeting is held at 3:00 p.m. on the fourth Thursday of every month except June, July, August & December.

Unifor Family Auxiliary #27 meetings are held at 7:00 p.m. on the first & third Tuesday of every month except July & August.

The Retirees' Chapter meeting is held at 1:00 p.m. on the first Monday of every month except July & August.

**ALL MEETINGS ARE HELD AT THE UNIFOR LOCAL 222 UNION HALL**  
1425 Phillip Murray Ave., Oshawa ■ 1-800-465-5458 ■ 905-723-1187  
e-mail local222@local222.ca ■ www.local222.ca

## No Oshaworker In January

Like last year, we will not produce an *Oshaworker* in January. Instead we will combine January and February's issues and release it at the beginning of February. This change is due to the tight scheduling times created by our Christmas holidays and the holidays at Thistle Printing, our unionized printer. This change also helps our Local by reducing production costs. Thanks for your understanding.

- Joe Sarnovsky,  
Oshaworker Editor

Deadline for the Jan./Feb. 2014 Oshaworker is Friday, January 17, 2014 @ 4 P.M.

# No Layoffs Foreseen At GM Past Those In Flex In January

## GM Plant Population (as of Nov. 19/13)

### PRODUCTION

- Active: 3,136 (includes 76 Trades members in Production and 153 SWE members)
- Layoff: 35 (28 1C and 70 SWE members)
- S&A: 151
- LOA: 13
- Total = 3,335

### SKILLED TRADES

- Active: 397
- Layoff: 139 (63 on layoff and 76 working in Production)
- S&A: 11
- LOA: 11
- Total = 558

**AT THE PRESENT TIME THERE ARE NO FURTHER DOWN** weeks scheduled in the Flex Plant, beyond that already announced after the Christmas holiday period. We all know this can change, as production is driven purely by sales. The Company reviews market conditions monthly at their production scheduling meetings.

The Consolidated Plant has no layoffs planned and the line speed will remain as present. There are lots of rumours in that plant in regards to line speed increases and the possibility of this plant going to two shifts. As of the **Oshaworker** deadline, the Company has no plan for line speed or shift structure change. Having said that, they do believe that with forecast sales increases in Equinox volume, a change in model mix could be driven.



**Unifor Local 222 President Ron Svajlenko congratulates Greg Moffatt on being elected as the Chairperson of the Unifor/GM Master Bargaining Committee.**

Photo by Joe Sarnovsky

All seniority members who have worked during the calendar year will be considered eligible for the \$2000 Special Payment, provided their status as of the Nov. 3/13 eligibility date is either active, layoff, sick, or formal leave. The snapshot of whether members have worked within the 2013 calendar year will be taken at the pay ending Dec. 8th, with the Special Payment paid out on Dec. 12th. Members who have not yet worked any hours in 2013, who return before the end of the year but after the Dec. 8th snapshot, will be tracked by the Company and will also be eligible for payment. Members who have hours worked in 2013 and have since retired will also receive the Special Payment. Members who do not work in the 2013 calendar year will not be eligible for payment.



**Greg Moffatt**  
GM Shop Committee  
Chairperson

Our SWE members are entitled to the Christmas holiday pay as per the Master Agreement, provided that they qualify in accordance with this language and have worked 90 days in the last six months.

I am sure most of the members have seen the recent Fairness Works advertising campaign designed by the Canadian Labour Congress that highlights what the labour movement has achieved over the years such as:

- Decent wages
- Decent pensions
- Decent work hours
- Fair treatment at work
- Health Benefits
- Parental leaves
- Paid vacations
- Equal pay

The list doesn't stop there and it is proof that when workers stick together – and not just unionized workers but all workers – that these benefits can be achieved. Together in the past, working men and women built the middle class in Canada and it is imperative that we defend these achievements as Canadians. It is important that future generations be able to share these same benefits. Unfortunately some of the politicians in this country seem to think these gains are just an expense and a burden to society, but the truth of the matter is that they should be a right in our society.

As we enter into the holiday season it is also important that we recognize all the work that charities do in the communities where we live and if possible, donate to them to help out others who are not as fortunate as we are.

In closing I would like to wish everyone and their families a safe and enjoyable holiday season.

As always I can be reached at 905-644-2480, mike radio 2480 or by email at [greg.moffatt@gm.com](mailto:greg.moffatt@gm.com).

In Solidarity. 🍁

# It's In Everyone's Best Interest To Support Made In Canada

I WOULD LIKE TO THANK ALL OUR Brothers and Sisters who took the time to vote and elect the Local's delegates for the Ontario Federation of Labour convention and also the Local's delegates for the Unifor Canadian Council. I congratulate all the elected delegates and all our members who showed an interest in becoming a delegate.

I would like to thank all our members who supported me as a delegate to Unifor's Canadian Council. Your continued support is greatly appreciated and as always I will have our Local's best interest at heart. It's hard to write down in words all the appreciation I have for your continued support. Rest assured that as one of our Local's delegates I will ensure that Unifor Local 222's issues and beliefs will be front and centre at the national level.

I would like to congratulate Brother Greg Moffatt on being elected chair of the Unifor/General Motors Master Bargaining Committee. Greg's experience and negotiating skills were recognized by all other bargaining committees across Ontario. With Greg as chair we can be assured that our demands will be put forward in a very forceful but logical, demanding way with the best interests of all our members in mind.

I would also like to congratulate Brother Wayne Andrus on being selected as the

recipient of this year's Durham Regional Labour Council's Health and Safety Activist Award. Wayne not only does a great job at representing our General Motors unit's health and safety concerns but also spends a lot of his free time training other health and safety activists across the region while promoting health and safety awareness in our communities. It's great to see one of Unifor Local 222's many social activists being recognized by our communities. Congratulations Wayne.

The Local's new Unifor clothing has arrived. We have shirts, sweaters, hoodies and jackets in male and female styles with Unifor Local 222 logos. All clothing is Canadian union-made, bought at the best available price and are being sold at cost.

With this being the last *Oshaworker* published before Christmas, I ask that you please take a few minutes during your Christmas holidays to think about the importance of a strong active labour movement in Canada. It is a direct result of the Canadian labour movement that Canadians enjoy one of the highest standards of living in the world today. The Canadian labour movement is not the narrow self-interest group that the current Conservative ultra-right wing tries to portray it to be. The labour movement not only has its members' interests at heart



**Dale Millson**

Unifor Local 222 Financial Secretary

but also our communities, our province and our country's best interests in mind. When was the last time you heard the current Conservative Government promote made in Canada products? You don't because it's against their free-trade-at-any-cost ideology. If they were to spend one half the amount they spend on advertising their self-supporting 'economic action plan' on Made in Canada products, the majority of Canadians would be better off, not just the corporate elite supporters of the right wing movement. We ask that our members and allies support politicians and political parties that best represent labour, and in turn the average Canadian's best interest, by engaging our family and friends to the importance of a strong and vibrant labour movement in Canada. Help us defeat any politician or political party that wishes to weaken the labour movement and in turn Canada's middle class.

I wish all our members a very Merry Christmas and a Happy New Year. 🍁



**UNIFOR**  
Local 222

## Christmas Dinner & Dance

**Saturday, December 14, 2013**

**Unifor Local 222 Union Hall**

**Cocktails at 5 p.m. ■ Dinner at 6 p.m.**

**Dance to follow with music by Coup De Ville**

**Tickets are \$30 each and are available at the Unifor Local 222 Union Hall while quantities last.**



**UNIFOR**  
Local222

# Financial Report Covering The Month Of August, 2013

|                         |               |
|-------------------------|---------------|
| Total Receipts .....    | \$ 441,199.98 |
| Total Expense .....     | 417,334.72    |
| Surplus (Deficit) ..... | \$ 23,865.26  |

## Unifor Local 222 Balance Sheet As At August 31, 2013

### ASSETS

#### CURRENT ASSETS

|                                   |                     |
|-----------------------------------|---------------------|
| Cash .....                        | 371,195.95          |
| Bank .....                        | 1,121,617.93        |
| Total Bank .....                  | 1,492,813.88        |
| Deposit - AWCU .....              | 37,640.17           |
| Due from Dental Centre .....      | 40,169.39           |
| Dominion of Canada Bonds .....    | 12,000.00           |
| Short Term Investments .....      | 1,372,185.48        |
| <b>TOTAL CURRENT ASSETS .....</b> | <b>2,954,808.92</b> |

#### Fixed Assets

|                 |              |
|-----------------|--------------|
| Land .....      | 615,195.00   |
| Buildings ..... | 2,829,533.00 |
| Equipment ..... | 92,627.61    |

**Total: Fixed Assets .....** **3,537,355.61**

**TOTAL ASSETS .....** **6,492,164.53**

### LIABILITIES

#### CURRENT LIABILITIES

|                                        |                     |
|----------------------------------------|---------------------|
| Accounts Payable .....                 | -564.92             |
| Accrued Liabilities .....              | 1,186,840.47        |
| Vacation Payable .....                 | -304.91             |
| UI Payable .....                       | -1,247.57           |
| UI Payable - Lost Time .....           | -344.03             |
| CPP Payable .....                      | -2,196.80           |
| CPP Payable - Lost Time .....          | -674.10             |
| Income Tax Payable .....               | -11,371.82          |
| Income Tax Payable - Lost Time .....   | -1,434.32           |
| Receiver General Payable .....         | -17,268.64          |
| EHT Payable .....                      | -31,648.79          |
| Union Dues Payable .....               | 1,240.01            |
| AWCU .....                             | 2,548.85            |
| Family Support .....                   | 59,332.20           |
| Charitable Deductions .....            | 2,804.79            |
| WCB Payable .....                      | -58,784.14          |
| Due Re: Duplate Council Fund .....     | -585.19             |
| Retired Members Fund .....             | 94,574.04           |
| Recreation Fund .....                  | 5,811.10            |
| Lear Whitby Adjustment Fund .....      | 0.00                |
| <b>TOTAL CURRENT LIABILITIES .....</b> | <b>1,243,994.87</b> |

**TOTAL LIABILITIES .....** **1,243,994.87**

### EQUITY

#### NET ASSETS

|                               |                     |
|-------------------------------|---------------------|
| Net Assets .....              | 5,294,447.57        |
| Surplus .....                 | -46,277.91          |
| <b>TOTAL NET ASSETS .....</b> | <b>5,248,169.66</b> |

**TOTAL EQUITY .....** **5,248,169.66**

**LIABILITIES AND EQUITY .....** **6,492,164.53**

## Unifor Local 222: Income Statement August 1-31, 2013

### REVENUE

#### INCOME

|                                 |            |
|---------------------------------|------------|
| Membership Dues .....           | 419,574.57 |
| Initiations .....               | 380.00     |
| S.U.B. Receipts .....           | 16,215.14  |
| Miscellaneous Collections ..... | 385.00     |
| Oshaworker .....                | 3,281.90   |
| Rent .....                      | 1,300.00   |
| Telephone Income .....          | 63.37      |

**TOTAL REVENUE .....** **441,199.98**

### EXPENSE

#### OFFICE AND BUILDING

|                                        |           |
|----------------------------------------|-----------|
| Employee Salaries .....                | 61,538.94 |
| UI Expense .....                       | 1,431.10  |
| CPP Expense .....                      | 2,924.58  |
| WCB Expense .....                      | 175.47    |
| EHT Expense .....                      | 1,922.94  |
| Other Benefits .....                   | 17,735.79 |
| Employee Benefits and Insurance .....  | 24,189.88 |
| Hall Expenses .....                    | 690.86    |
| Building Maintenance .....             | 7,321.43  |
| Telephone .....                        | 1,610.94  |
| Office Supplies and General Expe ..... | 5,150.17  |
| Officers Expense .....                 | 909.00    |

**Total Office and Building .....** **101,411.22**

#### ORGANIZATIONAL

|                                                 |            |
|-------------------------------------------------|------------|
| Per Capita - Ontario Federation of Labour ..... | 11,228.49  |
| Per Capita - Durham Labour Council .....        | 1,409.80   |
| Per Capita - Lindsay Labour Council .....       | 29.20      |
| Per Capita - CAW Assessment .....               | 278,854.79 |
| Per Capita - CAW Council .....                  | 5,163.27   |
| Total Per Capita .....                          | 296,685.55 |
| Lost Time: Wages and Benefits .....             | 37,493.32  |
| Lost Time Expenses M&E&H .....                  | -18,100.72 |
| Lost Time Expenses - Hotels .....               | -111.05    |
| Lost Time Expenses .....                        | -18,211.77 |
| Misc. Election Costs .....                      | 699.36     |
| Education .....                                 | -7,249.48  |
| Investors Group Trust - Staff Pensions .....    | 5,778.52   |
| Welfare and donations .....                     | 728.00     |

**Total Organizational .....** **315,923.50**

**TOTAL EXPENSE .....** **417,334.72**

**NET INCOME .....** **23,865.26**

*The GM Third shift members in Trim & Hardware raised \$1,000 for the Clarington East Food Bank and received this letter:*

**Dear Friends:**

On behalf of the Clarington East Food Bank I would like to thank you for your generous donation of food to the less fortunate in our community.

Due to the downturn in our economy our numbers are growing. We want to get the most benefit from every dollar we have so we are looking for ways to cut out expenses.

We want to thank everyone who donates food because without you we wouldn't be able to help those in need. By personally

thanking you at the time of your donation, we are able to save the cost of postage. With the many donations of food that we receive at our door, this will be quite a saving over the course of a year.

Thank you for caring and with your ongoing support, no one in our community will go hungry.

Yours truly,

**Karen Briden**

Food Bank Coordinator

the  
**OshaWORKER**  
letters to the editor



**Joe Sarnovsky**  
Oshaworker Editor

## ***For All They've Done For Us... Demand Care Standards For Them***

**ARE YOU FAMILIAR WITH THIS NON-EXISTENT STANDARD** in Ontario in the area of long-term care homes. The lack of standards some day in the future may affect you. What is "long term care?" It could be known as "heavy care," those residents requiring the greatest nursing and personal care, since 1993 have grown by 50 percent. The residents are not always seniors, they could be younger and experience some form of injury, mental illness or other chronic illness yet their care is same as an elder resident.

Just to give you a picture of what is happening in some of these facilities imagine this. There can be two caregivers for 36 residents. They have 15-18 minutes to wake up the resident, change their "brief" or "diaper," dress and get the resident ready for their day. How long does it take you to get ready in the morning? What happens if the resident soils their "brief" 1/2 hour later?

With the rising care needs, the Ontario Government will not re-establish a minimum staffing regulation for residents, which was repealed in 1995 by the Mike Harris Conservatives. Unifor has almost 24,000 members working in long term care in Ontario. Members in this area are providing care

for twice as many residents as a decade ago. Work-related injuries are a real concern in this field.

What can be done to help? Immediately reinstate, enforce and fund a minimum care standard for nursing and personnel and because of higher needs, make the rate 4.0 hours per resident per day. The facilities would need to be inspected and held accountable. Our government needs to live up to their campaign promises of a "revolution in long term care" from 2003. The over one-billion dollars spent cancelling two gas plants certainly would have gone a long way to provide that care standard.

You can contact the Ontario Health Coalition by emailing [ohc@sympatico.ca](mailto:ohc@sympatico.ca) for more information. Please contact Deb Matthews, our Ontario Minister of Health and Long Term Care [dmatthews.mpp.co@liberal.ola.org](mailto:dmatthews.mpp.co@liberal.ola.org). Your voice is important and does matter. Remember your "Eight hour" Depends brief may be closer than you think. The time to act is "Now."

Thank you.

*This article was written as Brother Dickhout's final project in the campaign portion of the Four Week PEL leadership program.*

**By**  
**Dave Dickhout**

## **Unifor Local 222 Donates \$3,000 To Feed The Need In Durham**

Feed the Need in Durham has been selected as the first recipient of some of the donations raised in our recent food bank gate collections. Unifor Local 222 President Ron Svajlenko is seen presenting a cheque for \$3,000 to the agency's executive director Julien LeBourdais. Feed the Need in Durham is a regional food distribution warehouse that provides food to 51 emergency food providers in Durham Region such as food banks, soup kitchens, community service centres, shelters and breakfast feeding programs. More information about Feed the Need in Durham can be found on their website at [www.ftnd.ca](http://www.ftnd.ca)



Photo by Joe Sarnovsky



# unifor

Local222 | Canada

## *Season's Greetings from your Unifor Local 222 Executive Board*



*Ron Svajlenko*



*Dale Millson*



*Mike Munce*



*Ted Lawrence*



*Jesse Forbes*



*Wayne Andrus*



*Phil Goodwin*



*Tom Laughlin*



*Scott Bateman*



*John Johnson*



*Fred Luke*



*Dean Baumhauer*



*Kevin Kent*



*Colin James*



*Barry Grills*



*Teri MacDonald*



*Lynn Ross*



*John Redko*



## *Best Wishes for a Happy New Year in 2014*

## Standards Coming Under Study At LIM

**FIRST OF ALL I WOULD LIKE TO CONGRATULATE RICK Murray and Andrew Wind** for getting elected as Ontario Federation of Labour Delegates that were voted on by the entire Local. Both Rick and Andrew will represent the LIM membership proudly as I know they will, great job guys. I would also like to thank everyone who supported myself as a Unifor Canadian Council Delegate, voted on by the entire membership of Unifor Local 222. I am truly honoured to hold this position and I will do my best to represent the entire membership of Unifor Local 222. I would also like to congratulate all the other delegates who were elected as well.

We recently held a meeting with the Unifor National Standards Representatives Dave Ireland and Wyatt Clark. Our Committee along with Dave and Wyatt met with the Loblaw Engineers and LIM Management to discuss the Labour Standards situation at LIM. Our representatives will be conducting the Standards review in the very near future. I will let every-

one know the dates and times as soon as I know.

We did a gate collection in October to raise money for the food bank. I am proud to say that we raised a total of \$1000 from the LIM membership which was matched by LIM management. Great job to all as this goes out to families who truly need the help.

The annual Kids Christmas Party was held on Nov. 30/13 followed by the Adult Christmas Party at the Courtyard Pub in Pickering on Nov. 30/13 as well. These are great annual events that are well attended in great numbers by the membership. On a sad note, we have had members affected by the typhoon in the Philippines. On behalf of myself and the Committee our sympathy goes out to those members.

In Solidarity! 🍁



**Tom Laughlin**  
Logistics  
In Motion  
Chairperson

## DRT Members Reminded About Unifor Legal Services Benefit

**A NUMBER OF MEMBERS INQUIRED AS TO WHY THIS** past summer, they were paid out one day's banked overtime when they picked a banked overtime week with a statutory holiday in it, instead of saving the stat as a lieu day. It has been the practice since amalgamation to use the stat, and four days banked overtime for those weeks, and pay out the other banked OT day, in order to be able to cover the amount of lieu days our members already receive.

Recently Stephen Ginsberg from Unifor Legal Services contacted me about increasing our legal services benefit to Mid-Level Plus, as our fund is currently in good shape. This change will take effect Jan. 1/14. The increase will add two hours consultation and advice for personal legal matters. I

will ensure the change will be posted in the workplaces. I want to also remind our members, when they are contemplating purchasing a home, that beforehand they call Unifor Legal Services so they may direct you to an appropriate lawyer and ensure that you are covered by this benefit.

As a result of the multitude of problems that have occurred with our workers' uniform issue, management are looking at having Mark's send their mobile service to our workplaces, to ensure our yearly issue of uniforms are delivered in a timely manner.

I would like to wish all our members and their families a great holiday season, and a happy and prosperous New Year.

In Solidarity! 🍁



**John Johnson**  
Durham Region  
Transit  
Chairperson

## CEVA Membership On Contract Deadline This Month

**IT HAS BEEN A LONG THREE YEARS FOR MEMBERS AT** CEVA getting to this point and the last four months have been tough. A new National Rep has been assigned to our membership, Chuck New.

As the deadline of our Collective Agreement approaches and the announcement of downtime at General Motors combined, makes it an uneasy time for the holidays. I want everyone to know that your Committee is doing everything we can to get the agreement the Membership is asking for. This is the time the membership needs to show our solidarity and stand together.

I have stated from the beginning of my term that we need to

abide by this first agreement that will end Dec. 31/13 and then we can write a second agreement based on what the membership wants.

The Committee is meeting with the Company on a weekly basis and will start formal negotiations in mid-December. I can't stress enough the need for solidarity at this time. We as a membership will work through this to ensure we get the contract we deserve.

I wish everyone and their families a safe and happy holiday and we should all look forward to the new year.

In Solidarity! 🍁



**Fred Luke**  
CEVA Logistics  
Supplier Park  
Chairperson

# Lear Membership Commended For Generosity

## SISTERS AND BROTHERS, ON BEHALF

of Dave Palmer and myself, I would like to thank all those who supported us from not only Lear, but from all units in Unifor Local 222, in the recent elections, as well as thanks to all who took the time to go to the Unifor Local 222 Union Hall and cast their vote. Dave was re-elected as a delegate to the OFL Convention and along with the other delegates represented Local 222 at the convention in Toronto Nov. 25-29/13. I am looking forward, along with the other elected delegates, to representing our Local at the first Unifor Canadian Council, at a date to be determined. Congratulations to all the successful candidates, and thanks to all who stood nominated for their interest in our Union and our members.

At the time of writing, there has not yet been a formal decision by the company to continue three shifts or to run two shifts and ship on three. Regardless of the final decision, the reduced volume in the new year will certainly have an effect on our membership at Lear. We have made it clear to the company that if they intend to run on two shifts, we do not expect that they schedule overtime to maintain the FGI while we have members on layoff. This completely defeats the purpose of running a two shift operation. There is also no excuse for any member of management to perform bargaining unit work. Please exercise your rights and file a grievance if you witness this. Article 26.01 is clear and concise. Make no mistake sisters and brothers, the auto industry and manufacturing in general is

still recovering and every member who is laid off puts you one closer to the bottom of the list. The increased volume in the Consolidated Plant will certainly help protect some of our junior members, but we do anticipate some layoffs in the new year. We will continue to fight for every job in the facility and for every member who is laid off. The next few months are going to be challenging for all of us and we need to stay united and strong.

There have been several fires in the oven, mainly on the third shift. If there is a fire in the oven, it is imperative that you leave the area, and if necessary, leave the plant until the doors have been opened and the fumes are cleared. Rob Buntsma has formally requested that the company send a set of seats out to a qualified third party to have testing done on what kind of fugitive emissions are released, and how long it takes before the air is cleared. The company has limited time to respond to this written request and we are meeting on this issue at the time of writing.

Again we have demonstrated how our members are eager and willing to help those in need or less fortunate than ourselves. Donations are being made to the relief fund to assist with the recent devastation to the Philippines. The loss and destruction is devastating, but our members have made contributions to assist. We have also contributed to those less fortunate in our communities again this year with the Dreams and Wishes campaign, as well as the winter coat drive. Thank you to all who contributed in this year's collections, and thanks to all who



**Scott Bateman**

Lear Chairperson

took the time to do 50/50 draws, and other collections. Thank you to all of you for your continued generosity.

We have three members who will be retiring. Jack Brown retired on Dec 1, 2013, Paul Tracey and Rick O'Brien on Jan. 1/14. On behalf of all of us, congratulations on reaching your retirement. We wish you all a happy and healthy retirement.

Alexis Goleski, daughter of Alex Goleski, was the recipient of the Unifor Family Auxiliary #27 bursary. Alexis is studying life sciences at UOIT. Congratulations on being selected as the recipient of this award, and good luck with your studies. Alexis shared this with Courtney Thajer.

Please remember the Christmas dinner and dance at the hall on December 14. Tickets are available at the Unifor Local 222 Union Hall at a cost of \$30 per person and include dinner and live entertainment. I look forward to seeing you there.

On behalf of the committee, I would like to wish all of you Merry Christmas and Happy New Year.

In closing, please feel free to contact me with any questions or concerns at [sbateman@lear.com](mailto:sbateman@lear.com) or by phone at 905436-0400 ext 358.

Until February...

In Solidarity. 🍁

## Informal Report Of Harassment Can Still Be Helpful

**SISTERS AND BROTHERS, I WILL BEGIN BY THANKING** the Unifor Local 222 Executive Board for the honour of nominating me for the OFL Human Rights Award. It is my privilege to serve the membership.

On Nov. 15/13, along with the Durham-Northumberland Unifor Women's Advocates, I visited two local agencies in the community. We started with The Pregnancy Help Centre of Durham located in Oshawa. We have been told that this agency helps young families or single pregnant women in distress due to pregnancy. The help is extended until the child

reaches the age of four years. I should mention that this agency is multi-faith and not government regulated.

The second visit was at the Oshawa Seniors Citizen Centre located in Oshawa, the oldest of the four located in Durham Region. Oshawa Senior Citizens Centres and their community operations are non-profit multi-purpose community facilities



**Eva Guta**

Lear Women's Advocate

**INFORMAL REPORT OF HARASSMENT  
CAN STILL BE HELPFUL**  
*continues on page 10*

# AGS Committee Looking To New Year And Contract Talks

LET ME START BY THANKING EVERYONE for their support in our recent elections.

I know I still have much to learn but I hope to work hard so you do not regret your decision. There were many changes to our plant council, with Bob Bryant now the production committeeperson and Mark Bray now the full-time skilled trades committeeperson, after filling in on an interim basis the last few months. I look forward to working with Bob and Mark and know we all want what's best for the membership. We also have two new stewards in Rocco Maciocia and Gerry Dolan, with Dan Wannamaker staying on as the skilled trades steward.

I would like to thank Ron Smith and Colin Doris for their help over the last two years working with me and the years they spent working for the membership in what can be a very thankless job.

We are fast approaching contract talks and while we are new at this, our Unifor National rep, Jim Mitchell, has a lot of experience and knows what our expecta-

tions are. I feel we are a strong committee and with a united membership we have a good chance at seeing improvements in our Collective Agreement. Make no mistake about it, we will be expecting improvements in our contract. We have made concessions in the past to help the company during the global recession in 2008 but times have improved and we believe our contract should as well. I am not going to make promises about what our new contract will contain, but I do promise you will make an informed decision when the time comes for ratification. You will know all the details of the contract, good or bad.

There has been some confusion about the STWs in the plant. The first group is made up of Scarborough workers, who I believe will transfer here once the company puts up their intent to hire notice. Most of these people have been working here four to six months and should be entitled to the same things full-time employees have. The second group are either ex-employees or children of



**Greg Davies**

AGS Automotive Chairperson

employees. Though they are temps they are being paid the going rate for whatever job they are performing. This is important because most companies only pay temps slightly above minimum wage. We also have some students in on some afternoon shifts to cover vacation requests.

Christmas vacation this year runs from Dec. 24/13 to Jan. 2/14. We have asked the company about the Monday, the 23rd of December, but as of this writing the company is not sure if they will need to run or not.

Lastly, I would like to wish everyone a merry Christmas and hope you have a great holiday season. The **Oshaworker** does not publish in January so the next article will be in February. I can be reached at 905-571-2121 ext. 6402 or e-mail [GregD@AGSautomotive.ca](mailto:GregD@AGSautomotive.ca). 🍁

## Informal Report Of Harassment Can Still Be Helpful

*Continued From Page 9*

for adults aged 55 and over. The Corporation of the OSCC promotes the health, welfare and happiness of seniors by providing programs and services to foster senior empowerment, social interaction, public education and advocacy. I was very impressed with the low cost of the yearly membership and the multitude of programs available; the participation of our senior population is incredible! If you would like more information look them up at [www.oscc.ca](http://www.oscc.ca).

On another note I would like to emphasize the need to report incidents of harassment. When faced with such situations, it would be ideal if we could turn to the person and simply state that the conversation, question, joke or comment made us uncomfortable. The ideal however is not always possible for many reasons. Sometimes we don't immediately realize how affected we are until later when it sinks in; thinking that being low seniority has anything to do with it and you think of yourself as "less than" because of that; being scared to speak up for fear of retaliation or other reasons as unique as we all are. Data col-

lection, knowing that an incident has occurred is very important for me as a harassment investigator. There is no obligation on your part to file a formal complaint. However, it is important to report. Without a verbal conversation with me or written report of what has occurred it almost is like it never happened. Your contribution, that snippet of information might be the missing link needed or the missing piece of a puzzle. Reporting will give me the opportunity to assess with you the allegations, inform you of your rights and explore steps going forward. This conversation will remain confidential until mutually decided otherwise.

We all have our own level of tolerance and often we will attempt to ignore incidents in hopes that "it" will go away or the situation will stop. Based on experience I can tell you it rarely does without proper actions being taken. Reporting is very important.

This is the last article prior to year's end and for many, including myself it is a time for reflection on the happenings of the year past. Be kind to yourself as we are all work in progress and try to incorporate the learnings going forward. A mistake is nothing but a lesson in disguise. "Nothing ever goes away until it has taught us what we need to know ...nothing ever really attacks us except our own confusion" -Pema

Seasons Greeting and Merry Christmas, Happy New Year and best wishes to you and your loved ones in 2014!

Always! 🍁

# Unscheduled Time Off Hurts Everyone

**FIRST, I WOULD LIKE TO THANK ALL** of our members who volunteered their time to help us ensure that all of our veterans who needed a ride to or from the Remembrance Day ceremonies were accommodated. This is the second year that we have ensured that all veterans who wished to attend the ceremonies were able to do so. We Do Not Forget.

We have been pretty busy. By the time you read this the Santa Claus parade will have been and gone. Thanks to those who again volunteered their time and managed to pull this off. Our last event for the year in our Giving Back To The Community program will be the donation of two televisions to the paediatric ward at Lakeridge Health Oshawa. We donated two TVs for the kids last year at Christmas; the Foundation mentioned how much we have given to the hospital and how greatly it has been appreciated. I believe that with the donation of these two sets then every room in paediatrics will have a TV for the kids, as they recover from whatever brought them to the hospital. In January we will be ramping up our Giving Back To The Community program for the 2014 season, so if you have any ideas that you would like to see us include, please put them in writing and submit them to our suggestion box.

Some of our members are wondering if the shifts have gone up as on some days it's quite noticeable. The short answer is no they haven't gone up as yet, but the only reason they haven't is for a lack of

available drivers. We are in possession of a signed memo between our previous executive and management, which lays out the number of shifts per car during each period of the year. This agreement supersedes any wording in our Collective Agreement relating to calls per shift, so if the shifts do go up before the memo we will consider whether or not it is warranted and act accordingly.

Both Union and Management walk a fine line in trying to balance the shifts and ensuring that both parties are able to earn an income. Unfortunately, some of our members are consistently taking unscheduled time off, especially when there is no one on the side list to take their place. Two things happen when people take too much unscheduled time off, or worse yet more than a couple people take it at the same time.

1. Customer service is affected. I've been in this business for a long time and I have yet to find a reliable method to accurately estimate the amount of business on any given day, or even any given quarter. When the weather is bad and all reasonable expectations call for a busy day, I've seen cabs booked on zones just sitting and waiting for a call. On days where the weather is nice, and the reasonable expectation is that we are in for a slow day, we have instead been so busy that we can't keep up. Then there are all the other days, where every day is different than the one before, there simply is no rhyme or reason as to the amount of



**Terry Muir**

City-Wide Taxi Vice-Chairperson

business. So yes customer service is definitely affected in a negative way when we don't have the optimum number of cars on the road.

2. The second thing that happens is that in most cases when you don't show up to work, the car owner loses out on their income. Yes there is such a thing as a make-up shift but in most cases those lost shifts are gone forever. Having once been a car owner myself, I know that it takes a certain amount of shifts in order to break even just on running the business. Now I must build in some profit so that I also can live and pay my living expenses. It is a vicious circle, and the big question is how do we deal with it in a fair manner? The only answer that comes to mind, is for each party to live up to their agreement. When a member takes on a car on a full-time basis, they agree to work a specified number of shifts per week for that vehicle. Yes people are allowed annual leave, yes people do get sick, but these things are taken into account when we try to come to an agreement on the number of

**UNSCHEDULED TIME OFF  
HURTS EVERYONE  
continues on page 12**



# JCI Affected By Short Layoff In Early January

**AT THE PRESENT TIME BOTH OUR PLANTS CONTINUE** to be scheduled overtime up until the Christmas shutdown. I was informed at the Nov. 6th Unifor Local 222 Executive Board meeting that due to forecast sales of the Flex products, the plant will be down for Jan. 2-3/14 and from Jan. 6-10/14, with a return to work date of Jan. 13/14. I am being told that we will be running one shift at Doors during this time period (zone seniority) to support the DHAM/Detroit customer.

We received some good news in late October when GM announced the extension of the Consolidated Plant, moving the end of production of the current models to some time in 2016. This is great news for all of us because we were looking at job loss next August.

I would like to congratulate the newly-elected Unifor reps in our plants after the recent elections on Oct. 30th. We added some good people to the group and I look forward to working along with all of you going forward. To those who ran and weren't successful, thank you as well for putting your name in and showing interest.

I have been in constant discussions with the Company

over the TPT situation in our plants. I have been pushing for the hiring of all the TPTs so they can secure benefits and have the same security as we all are fortunate to have. As soon as I have a resolution I will post an update for everyone.

I would like to thank everyone who supported me in the recent OFL election. Teri MacDonald and I were both successful, and it can only help our membership having both of us experience the Convention the week of Nov. 25-29/13.

Coming up in December the Company will be posting the sign-up sheet for the remaining three buyout packages. They will be granted based on seniority. Everyone will be notified if successful prior to the Christmas shutdown.

Lastly, with this being the last article prior to the holiday season, I want to wish everyone and their families all the best for a safe and enjoyable Christmas. Enjoy the break and time away with loved ones.

In Solidarity.✳



**Dean Baumhauer**  
Johnson Controls Inc.  
Chairperson

## Unscheduled Time Off Hurts Everyone

*Continued From Page 11*

shifts. All of this goes out the window when people don't show up for work. We end up building absenteeism into the equation. This is only a stopgap method and if something doesn't change then it will ultimately fail. Well, that time is rapidly approaching. With all of the unscheduled time off being taken, and it is mostly on the day shift, our customer service falls short, and we are not able to continually achieve the income we have been accustomed to in the past. Management is also unable to achieve the income they are entitled to by our agreement. Something has to give, and right now management is looking to recover some of their losses.

This week management has said that they want 280 shifts per week. That's 10 shifts per car per week. Management no longer cares about balancing the shifts over the week,

they will achieve the 10 shifts per car or as close to it as possible by whatever means are necessary, and with whatever side lists are available. This means that some days of the week are going to see more cars, more competition out here than on other days.

I have heard for so long the saying that, "I am self-employed, I operate my own business and I name my own hours of work." Hell the majority of us don't even own the cars we drive. We are still employees of City Wide Taxi, we are part of a team depending on each other for our income. A person who owns a Tim Horton or Pizza Pizza franchise operates their own business, but they had better follow the rules of the parent company or they risk losing their business to someone else who is willing to follow the parent company rules. As cab drivers, we fall into exactly the same scenario.

Remember when you don't feel like coming into work, when you say to yourself the heck with it I'm not coming in today, you're not only letting the customer down, but you are also letting down the car owner, and the rest of us drivers. Those shifts will be made up, one way or the other. Personally I prefer an even keel and not having 20 cars on Monday and 26 cars on Tuesday etc. If you simply just don't feel like coming in, then at the very least check the side list, to see if there is someone to cover your shift. If there isn't then suck it up and come into work. This is the only way that we can try and keep the shifts balanced from week to week and days to nights. I've always been a person who shoots straight, and I can be rather blunt and tell it like it is, whether we like to hear it or not. Management has or is doing nothing wrong at this time, therefore the extra shifts we see are on us. It is up to us to correct the problem of absenteeism and balance things out. Until then we will have to live with unbalanced extra shifts.✳

## Contract Deadline At Auto Warehousing

**YOUR COMMITTEE HAS HELD SEVERAL MEETINGS** over the past month to deal with contract proposals. Our contract with the company expires Dec. 19th. Management has informed the Union that they will not be available to start negotiations until Dec. 9th, leaving very little time to complete a contract.

Another issue of great concern involves non-union car haulers loading and dropping off General Motors prod-

uct in our unionized yard. I have expressed my concern to both the Company and Unifor but so far nothing has been resolved.

This will be the last **Osha-worker** until February.

Have a safe and happy holiday season! 🍁



**Will Sprague**  
Auto Warehousing  
Canada Chairperson

## Appalling Wages For Those In 'Right To Work' State

**FIRST OF ALL, I WOULD LIKE TO** thank my own membership at Mills Buick GMC for all their support during the recent OFL convention delegate election. Second, I want to thank all other Unifor Local 222 members who took the time from their busy schedules to come to the Unifor Local 222 Union Hall and cast their vote for me.

How does the concept of "right to work" affect you? I want to share a short story, about a person I met on a recent trip to a U.S. state that has "right

to work" legislation. A small group of us went to a restaurant for dinner and during our meal, had a conversation with our waitress which included details about the standard pay and tip structure. We learned they make \$2.15 per hour plus tips. The tips they make are shared amongst all staff on shift at that time. The "right to work" has been in this state for many years and still they only make \$2.15 per hour at this establishment.

I find it hard to believe that anyone



**Kevin Kent**  
Mills Motors Buick GMC  
Chairperson

can make a decent living on such a small wage with shared tips.

We must fight back against the Ontario Conservatives to ensure that the "right to work" philosophy is never adopted or brought forward here.

In Solidarity 🍁

## New National Unifor Rep For All Syncreon Locations

**I WOULD LIKE TO START MY ARTICLE OFF WITH A** heartfelt thank you to all the members who donated to the Bethesda House Toy Drive. As I have always said, no matter what the future of our plant looks like, our members will always donate generously when it comes to the less fortunate, especially when a child's happiness is involved.

On another note, the Unifor bargaining committee sat with the company on Nov. 20th and had our monthly issues meeting on topics our members had brought forward.

At the end of the meeting, we had a meet-and-greet with our new Unifor National staff rep, Paulo Ribeiro. After the meeting we gave Paulo a tour of our facility and of some of the work stations. Unfortunately due to a prior commitment Paulo was unable to meet all the members in their work cells, but hopes to return for a more thorough tour in the future. Paulo has been assigned to syncreon Brampton,

Oshawa syncreon Supplier Park and Oshawa syncreon Boundary Road. I think having one National staff rep for all syncreon locations will prove to be a valuable decision for all our locations.

As of this article, we have 47 active members and 37 on indefinite layoff. Our next unit meeting will be on Dec. 16th at 2:45 p.m.

As this will be the last **Oshaworker** until February 2014, I would like to wish all a safe and Merry Christmas and a Happy New Year.

Until next time, I can be reached daily in-plant from 6:30 a.m. to 2:30 p.m. or by calling 905-743-6277 ext. 541. I will respond to messages within 48 hours. 🍁



**Bob St. Jules**  
syncreon Automotive  
Chairperson

# Retirees' Chapter Report

AS THIS IS THE LAST ISSUE BEFORE Christmas I would like to say have a safe and Happy Holiday and hope to see you in the new year. Please remember that the **Oshaworker** will not be printed in January. We hope to have Unifor President Jerry Dias at our February meeting but at time of writing this has not been confirmed. Please check our website to find out more.

As mentioned in the last article and announced at our meeting, we would like our members to bring in a non-perishable food item. We will have a box set up for those that want to make a cash donation at our December meeting and again at our Christmas Dance.

As we go forward in the new year we have to step up our letter writing to our MPs, and our MPPs to help change some laws. One would be that in the event of a corporate bankruptcy that the monies owing to the negotiated pension funds be moved to the top of the line so that all monies owed would be paid, and to get rid of the laws that allow companies to run a pension deficit over longer periods of time.

The second one is to put in a national Pharmacare program so that we buy drugs in bulk so we could save billions of dollars that could be better spent on other hospital needs. It is estimated that

in Ontario over 50 percent of the health budget is for drugs. Some of the changes that could be made include not allowing the pharmaceutical companies a 20-year patent on new drugs. Back in the early 1980s we had that protection but Brian Mulroney gave it away and other governments followed. This is also in the new trade agreement that Harper just signed with Europe but has to be approved by the provinces.



**Les MacDonald**

Unifor Local 222 Retirees' Chapter President

More on the issues in the new year along with different websites for you to go to and read.

Once again, have a safe and happy holidays and remember the retired workers slogan "Retired from the job, not the fight." 🍁

## We Shall Remember

It is with great sadness that we announce the passing of the following members:

| Name               | Status     | Hometown    | Date              |
|--------------------|------------|-------------|-------------------|
| John Assinck       | GM Retiree | Barrie      | October 12, 2013  |
| George T. Atkins   | GM Retiree | Oshawa      | October 27, 2013  |
| Roy Blain          | GM Retiree | Greenbank   | November 3, 2013  |
| Ernest Csuahaj     | GM Retiree | Oshawa      | October 7, 2013   |
| Joseph G. Dubeau   | GM Retiree | Bowmanville | November 8, 2013  |
| Frank Falkowski    | GM Retiree | Oshawa      | October 22, 2013  |
| Garth G. Gillespie | GM Retiree | Oshawa      | October 7, 2013   |
| Rex E. Gillett     | GM Retiree | Courtice    | October 24, 2013  |
| Andrew J. Harris   | GM Retiree | Selwyn      | October 23, 2013  |
| Arnold R. Jones    | GM Retiree | Oshawa      | October 21, 2013  |
| Patrick F. McGarry | GM Retiree | Oshawa      | October 31, 2013  |
| Arthur B. Purdy    | GM Retiree | Oshawa      | November 1, 2013  |
| Jan Vanderluit     | GM Retiree | Hampton     | November 2, 2013  |
| Allan R. Young     | GM Retiree | Bloomfield  | November 10, 2013 |

# Retirees' Recreation Update

THE FESTIVE SEASON IS UPON US. ON BEHALF of the Retirees' Chapter Recreation Committee, may we wish the Unifor Local 222 Executive and Membership a safe and healthy New Year and good news for the upcoming year. We wish the same to the members of Unifor Local 1136, the staff at our Union Hall.

Good wishes to our Family Auxiliary #27, for their co-operation and good will towards our membership, it's very much appreciated.

And we don't want to forget our editor, Brother Joe Sarnovsky, enjoy the holidays.

There is no **Oshaworker** in January, so here are the dates for the dances: Christmas (tickets all sold by now) Dec. 13/13; Jan. 17/14; Feb. 21/14.

The billiard tournaments are Dec. 11/13, Jan. 15/14, Feb. 19/14, with a 9 a.m. start. The sign up sheets are on the bulletin board in the Chapter room. We are

told we need spares.

Pool tournament results from Nov. 13th:

"A" winners Hooch Lyon, Ron Willerton; runners-up Tom Kay, Paul Chopik

"B" winners Jim Hutchison, Don Davis; runners-up John Kury, Wally Downham. 🍁



**John Redko**

Unifor Local 222 Retirees' Chapter Member At Large



**Wendy Rolfe**

Unifor Local 222 Retirees' Chapter Female Board Member

## NOTICE TO GM MEMBERS ACTIVE AND RETIRED

**Green Shield is the carrier for all benefits.**

**Your current Green Shield number is valid.**

**Green Shield can be reached at 1-888-711-1119 or [www.greenshield.ca](http://www.greenshield.ca).**



## Unifor Local 222 Retirees' Health Fair October 30

PHOTOS BY  
DAVID HUBBARD



# Health Care Has To Be A Priority For Our Politicians

**WE HAVE TO LET OUR POLITICIANS KNOW HOW IMPORTANT** our health care is to our Community. We need the Governments (federally and provincially) to fully fund our health care system so we can keep it strong. We need the Provincial Government to stop the cutbacks on hospitals and stop supporting private clinics. Please let your MPs and MPPs know how

you feel about this issue.

As this is the last issue of the year, our Retirees Political Action Committee (Susie Boyle, Lyle Hargrove, Don Nichols, Dave Rafuse and myself) would like to wish everyone a safe and Merry Christmas and a Happy New Year. 🍁



**Lance Livingstone**

Unifor Local 222  
Retirees' Chapter  
Political Action  
Committee Member

## Shutterbugs Capture Tranquility With Waterfalls

**ON OCT. 19TH 13 RETIREES AND SPOUSES MADE A TRIP TO** the Hamilton area to photograph four amazing waterfalls.

The waterfalls that we visited gave us inner strength and tranquility. Watching the water falling into the gorges was almost magical. We visited Waterdown Falls (plunge falls), Sherman Falls, Tiffany Falls and Albion Falls (all steep ramp falls). These are just four of over 60 waterfalls in the Hamilton area.

Although we had an overcast day and some rain, the lighting for the day was perfect with even lighting with no shadows. Some fall colours were also present to give some extra punch to our

pictures. Some brave shutterbugs including myself went to the bottom of the falls to get some different perspectives, always remembering safety because some trails were slippery from the rain and wet leaves. A tip when photographing waterfalls, you will need a tripod and a cable release to slow down the shutter to

**By  
Larry  
Kirtley**  
Shutterbugs  
Camera Club



By Sandra Holmes



By Elaine Howatt



By Casey Smit



By Ron Barton



By John Floegel

# Auxiliary Looking Forward To Its Christmas Party

**WE HELD ANOTHER VERY SUCCESSFUL PENNY SALE AND** card bingo on Nov. 5th, with 100-plus in attendance. Thank you to the following who worked so hard to make it possible: Sisters Helen Rotterman and Jean Dart, Ticket Convenors; Entertainment Committee Convenor Rhodessa Stacey and her assistants, Social Convenor Margo Kennedy and committee, Special Table

Convenor Lynn Ross and helpers, and last but not least thanks to everyone who came out and purchased tickets, without you it wouldn't be possible.

Upcoming is the Auxiliary Christmas party on Dec. 17/13, our potluck dinner to start at 6 p.m. We look forward to our enter-

tainer Irwin Smith and company. You don't want to miss the night. Santa will make his visit with goodies for all. There will be draws for 12 amaryllis bulbs, good luck.

Congratulations to Sister Karen Cannons who turned 50 on Nov. 28th; Noella Marshall turns a young 90 on Dec. 25th; and on Dec. 28th Hazel Luke turns 95.

Following is our 2014 schedule of meetings, all starting at 7 p.m. on Tuesdays:

- Jan. 21/14
- Feb. 18/14
- March 4/14
- March 18/14
- April 1/14
- April 15/14
- May 6/14
- May 20/14
- June 3/14
- Sept. 2/14
- Sept. 16/14
- Oct. 7/14
- Oct. 21/14
- Nov. 18/14
- Dec. 2/14

Mark these dates in your planners and we hope to see you there.

On behalf of myself and the members of Unifor Family Auxiliary #27, I want to wish each and every one a very Merry Christmas. Celebrate with your family and friends, and a happy, safe, prosperous 2014. 🍁



**Jackie Finn**  
Unifor Family Auxiliary  
#27  
President

get the cotton candy look that you can see in some of our pictures.

Everyone who went on the trip were taken by the beauty of the waterfalls. We had two new members on the trip and they noted the scenery was so beautiful and that they never realized the waterfalls are not that far from Oshawa. A must if you are interested in pursuing waterfalls I suggest you get the book Waterfalls of Ontario by Mark Harris and George Fischer, Firefly Books (2011).

We had lunch at Harvey's in Water-down and a couple of stops at Tim Hortons for coffee.

The Shutterbugs meet twice a month at the Unifor Local 222 Union Hall, the second and fourth Thursday from 12:30 until 2:30 p.m. If you are interested in the club feel free to come by or contact me at kirtley@sympatico.ca or cell 905-243-3006 for more information. Remember we have fun and we like to see people get out and enjoy something different since they retired. 🍁



By Larry Kirtley



By Butch Howatt



By Trish McAuliffe



By Martin Holmes



**UNIFOR**

Local222 | Canada

*manufacturing  
matters*

# GM Trades Traditional Shutdown Maintenance Moved To Layoff Period

## Flex Down Weeks

**WITH THE SCHEDULED DOWNTIME** in Flex immediately after the Christmas shutdown, most planned maintenance work will be moved to this period. Most areas are planning for a "lights out" period during Christmas with only minimum work scheduled.

## Canadian Skilled Trades Council

Nov. 8-10/13 was the first Unifor Canadian Skilled Trades Council meeting, held in Windsor. Delegates from across Canada attended including the Oshawa

and Area Skilled Trades Council members. At this meeting were numerous guests including about 30 former CEP Trades representatives. The merger of the former CAW and CEP will be beneficial to all Unifor members but especially Trades as the CEP had over 20,000 Trades.

## Skilled Trades Journeyman Cards

About a dozen applications for Skilled Trades Cards have been waiting for GM to issue Letters of Employment. As of Sept. 1, the Union stopped processing these cards as a new Unifor card was developed. The new applications are now available. If you



**Bill Dickson**  
Skilled Trades Chairperson

had already filled out a CAW Journeyman card application, all that is now required is a signature on the new application, all other info off the old application will simply be copied to the new form.

In closing, as we end 2013 and look forward to a promising 2014 in Oshawa, please have a safe and happy Christmas Holiday.

I can be reached at office 905-644-3262 or bill.dickson@gm.com. 🍁

# Unifor Local 222 Clothing Has Arrived!

**Long Sleeve Cotton T-Shirts \$22**

Available in  
gray, red and navy

**Hooded Sweat Shirts \$37**

Available in  
black, brown, navy and gray

**Quarter Zipped Sweat Shirts \$35**

Available in  
black, red, navy, gray and brown

NOTE: The above items are available in unisex sizes small to XXXL

**Performance Long Sleeve T-Shirts \$25**

Women's sizes – small to XXL  
Men's sizes – small to XXXL  
Available in charcoal, red, navy and black

**Bamboo Golf Shirt \$40**

Women's sizes – extra small to XXL  
Men's sizes – small to XXXL  
Available in gray, red, ocean blue, navy & black

**Performance Golf Shirts \$37**

Women's sizes – small to XXL  
Men's sizes – small to XXXL  
Available in  
white, black, sea blue and red

**100% Polyester Soft Shell Jacket \$70**

Women's sizes – extra small to XXL  
available in navy only  
Men's sizes – small to XXXL  
available in black only



**UNIFOR**  
Local222 | Canada

**All items have the Unifor Local 222 logo embroidered on the front.**

**Quantities of sizes, colours and styles are limited.**

***Come down to the Unifor Local 222 Union Hall and get yours today!***

# Details For Special Payment This Month

**IF YOU WERE HIRED PRIOR TO OCT 1, 2012 AND HAVE** attained at least one year of seniority, you shall be entitled to a \$2,000 special payment. The payment will be made pay ending Dec. 8th and therefore will be on your cheque Dec. 12/13 as long as you were on the active roll as of Nov. 3/13. Employees who are not on the active roll but are subsequently reinstated to the active roll, during the current special payment eligibility year, will be paid the special payment at the end of the special payment eligibility year. Our SWE members are entitled to the Christmas holiday pay as per the Master Agreement, provided that they qualify in accordance with this language and have worked 90 days in the last six months.

## Down Time

The Flex plant will have one week out of the system from Jan. 5-11/14. Those of you who work in the Flex system will be on Short Work Week benefits for Jan. 2nd and 3rd, while the Consolidated employees are scheduled to work. There may be certain Flex plant employees required to work during the downtime, based on their job function.

## December 6th Gate Collection

The gate collection for the women's shelter took place Dec. 6/13. Thanks to all the volunteers and those who donated, it always makes a big difference at this time of year.

## Winter Coat Drive

Eva Guta, the Unifor Women's Advocate from Lear Whitby, has initiated a drive to collect winter coats for the homeless and less fortunate. There will be a bin set up at the Unifor Local 222 Union Hall or contact myself or Kim Martin for more details.

I will also be collecting gloves, hats and socks for the homeless and ask all to remember the less fortunate at this time. My kids have started putting one of each in a shoe box and their church will be distributing the boxes. I challenge you all to supply one box each as it is starting to get colder out there.

## SWEs

Many of you are wondering when you will be returned to the plant. As people retire from January through April you will be called but right now the Company has implemented their GAP plan reductions. We also have had some people return to work who were off long term. There is also the Flex plant downtime in January and therefore the Company is not going to call you knowing they are going to lay you off in a couple of weeks unless there is no alternative. Hopefully we will see you all in here soon and get in a position whereby GM can hire more people.

## Transfers

Welcome to all of the transfers coming into my areas of Trim Consolidated, Paint or Final Finish. Please keep in mind that once you land, you do establish but you fill an opening until postings are available and you would have the right to post at that time.

## Workers Of Colour/Aboriginal Conference

I attended the Workers Of Colour and Aboriginal Workers Conference in Port Elgin Oct. 25 -27/13. The conference touched on

such issues as the temporary foreign workers program and how it hurts us all, their lack of basic rights and benefits, physical and sexual abuses that take place at many of these facilities, etc. Our government has had farm workers in Canada since the 1970s but these workers have less rights now than they did back then. They also cannot claim E.I. or WSIB benefits even though they are forced to pay these premiums, while most are earning less than minimum wage.

At the conference Dr. Bromley Armstrong was honoured for his tireless work in the field of Human Rights. Bromley is now in his 80s and has spent 50 years-plus fighting human rights issues and abuses. He has the Order of Canada, the Order of Ontario, has just received his honorary doctorate from York University and many more awards and certificates of recognition. It was truly an honour to be there to hear his struggles and stories as well as how far we have come.



**Colin James**

District #4  
Committeeperson  
& Executive Board  
Member (Trustee)

## Paragraph 159

Insofar as practical for management to do so, overtime on any shift in any department will be equitably distributed among those employees in the group which performs similar work on shift in such department. Information concerning equalization of overtime hours status will be openly displayed in the Department in such a manner that the employees involved may check their standing.

## Canadian Autoworkers Are Cost Competitive With U.S. Plants

The chief economist of Scotiabank, Carlos Gomes, stated in a recent global auto report that we have a 15 percent labour cost advantage for new hires at Canadian plants. "The latest contract with Unifor makes new hires at Canadian plants more cost effective than the two-tier wage system introduced for new workers in the United States. The recent depreciation of the Canadian dollar to 96 cents puts Canadian autoworkers in a more competitive position. Rising vehicle demand across North America, including Canada, has boosted production to the highest level in nearly a decade," said Gomes.

North American vehicle production will exceed 16 million units for the first time since 2005.

The article was by Grace Macaluso in the Windsor Star Nov. 13/13.

## Merry Christmas To You All

I wish you and your families a great Christmas holiday and keep safe. I would also like to take this time to thank the staff at the Unifor Local 222 Union Hall who do a great job for us year round.

Please keep in mind that there will be no January edition of the *Oshaworker*

I can be reached in my office at 905-644-4010, email colin.james@gm.com or cell 905-744-4010.

In Solidarity.✳



# unifor

Local222

## Unifor Local 222 Night with the Oshawa Generals

### SUN.JAN.12.2014

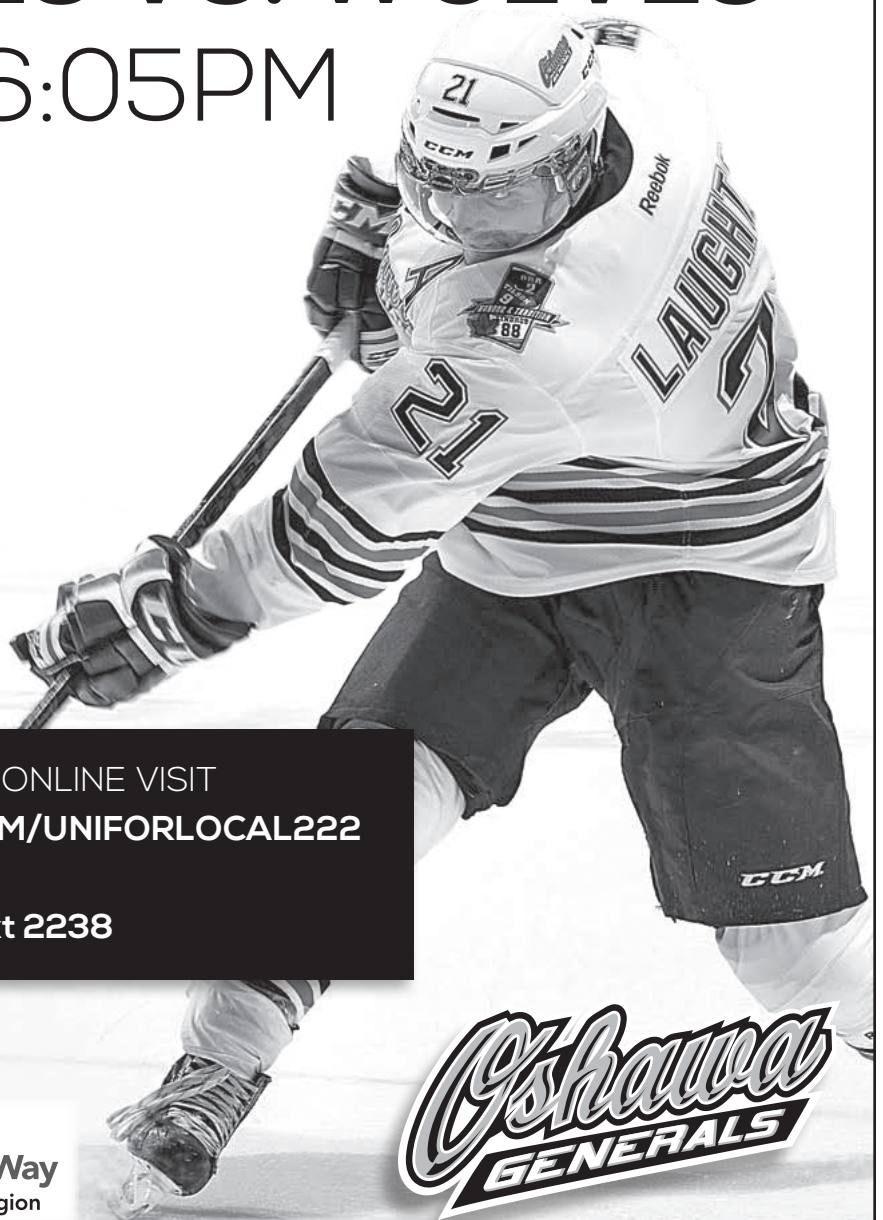
# GENERALS VS. WOLVES

## 6:05PM

**\$16.00**  
PER TICKET

**\$3.00** FROM EVERY TICKET  
PURCHASED GOING TO THE  
UNITED WAY OF DURHAM REGION.

REGULAR PRICE AT THE DOOR ON THE  
DAY OF THE GAME IS \$20.00 PER TICKET.



TO PURCHASE TICKETS ONLINE VISIT  
**[WWW.OSHAWAGENERALS.COM/UNIFORLOCAL222](http://WWW.OSHAWAGENERALS.COM/UNIFORLOCAL222)**

OR CALL  
**905.433.0900 Ext 2238**



**United Way**  
Durham Region



# Department 53 Material

## What does the "Gap" in "Gap Plan" stand for?"

### WELL RECENTLY, IT REFERS TO "GAPS" IN THE LINE.

After plowing ahead with Trim Material head count reduction – a plan that lacked confidence and execution – the Trim Shop is having trouble making count. No mystery to the drivers but management cannot or will not admit to the problem of not enough drivers. They do have a "plan" though. It is called "smoke and mirrors." Magically workers formerly known as "Techs" are now "Gappers," as a good portion of their day is now devoted to performing the work previously done by Controllers who were reduced via the "Gap Plan." This change was necessary to avoid "gaps" in the line.

From what I have been told there is not a Tech in Flex Trim who does not unload trailers on a daily basis, expedite after expedite, trips to CEVA, and multiple deliveries of line side stock to prevent downtime.

The fault with this plan is that there isn't enough time left in the shift to take care of regular Tech duties, not to mention call-ins.

All of the above have resulted in the Tech's inability to perform the job they are paid to perform. Once again, the Company is downloading the result of their incompetence on the worker. They are aware of and agree that Techs should not have daily assigned Controller duties. This must stop immediately: the only problem is, it would appear no one on the Company side knows how to fix it.

### Christmas Qualifying Provisions

In order to qualify you must have worked the last scheduled work day prior to the Christmas holiday period and work the first scheduled day after the holiday period. If you fail to

work either the last scheduled work day prior to the holiday or the next scheduled day following the holiday you will be disqualified for two holidays in the Christmas period. Those who miss both the first and last day surrounding the Holiday Period without authorization shall be disqualified for payment of the entire Holiday Period. You must make certain you are on an authorized day off in order to qualify for the full holiday pay entitlement. Our SWE members are entitled to the Christmas holiday pay as per the Master Agreement, provided that they qualify in accordance with this language and have worked 90 days in the last six months.

### Down Weeks

As a result of the Company's strategy to align production closely with market demand, the Flex Line will be down the following working days: Jan. 2 and 3/14 (resulting in Short Work Week) and January 6, 7, 8, 9, 10/14. The maintenance department will be required to work and there may also be a small need for some specialty jobs. All Consolidated line members will be required to work their regularly scheduled hours.

### Happy Holidays

I would like to take this opportunity to wish everyone Merry Christmas and a Happy New Year, wishing you and your families all the best for this Holiday Season. If you require my assistance, I can be reached in the office at 905-644-3310 or email michael.munce@gm.com. If you have any questions or concerns, please call me.

Until next time, In Solidarity.🍁



**Mike Munce**

District #7  
Committeeperson &  
Unifor Local 222  
First Vice President

# District #6 Offers Good Wishes For Holiday Season

### WOW, IT IS HARD TO BELIEVE THAT ANOTHER

year has almost come to an end. Reflecting back, we have seen a year of positive influences. We have seen an amalgamation of Unions creating a newer and stronger organization now known as Unifor which should enable strong opposition to the "right to work" policies that the governments are trying to push forward.

During these trying times it is important to remember time for family. With the Christmas season fast approaching, enjoy the down time from the hustle and bustle and focus on making wonderful memories that can be cherished forever.

On behalf of your District #6 Unifor elected representatives, Jimmy Parker, Paul Wheeler, Steve MacDonald, Rick Button, Tim Corrigan, Shelagh Jordan, Corinna Sheppard, Bill Sully, Stephanie Ross and Mike Kizul, from our families to yours, we would like to wish you a very Merry Christmas and a safe, happy and prosperous New Year!

In Solidarity🍁



**Doug Grills**

District #6  
Committeeperson



Canadian Labour Congress

Congrès du travail du Canada

**WWW.FAIRNESSWORKS.CA**



**unifor**  
Local 222

# COMMUNITY PAGE

## VOLUNTEERS NEEDED!

### Meals On Wheels Drivers

Community Care Durham is always looking for volunteers to drive for Meals on Wheels, provide friendly visits, or to transport people around. Call them at 905-430-5613 or visit [www.communitycaredurham.on.ca](http://www.communitycaredurham.on.ca)



**Habitat  
for Humanity®**  
Durham

### Habitat For Humanity Durham

Habitat for Humanity Durham is currently building an exciting new project called CentreTowne. Help build homes as well as hope for 24 families. Please call 905-428-7434 to volunteer. Play a significant role in building a stronger community. Your assistance is needed and greatly appreciated.



### Information Durham Website

The United Way of Durham Region coordinates volunteer opportunities at many area agencies. Check out the Information Durham website at [www.informdurham.com](http://www.informdurham.com) and click on 'Search for a Volunteer Opportunity' or call 905-434-4636.



Trillium  
Gift Of Life  
Network

Ontario's Organ and Tissue  
Donation Agency

## Give The Gift Of Life!

### You Can Now Register Online!

Please visit  
[www.beadonor.ca](http://www.beadonor.ca)  
and follow the instructions.

For more information,  
please call  
Trillium Gift of Life  
at 1-800-263-2833  
or Phil Goodwin at  
905-925-5627.

## OSHAWA PERMANENT BLOOD DONOR CLINIC

Approximately every minute of every day, someone in Canada needs blood.

In fact, according to a recent poll, 52 per cent of Canadians say they, or a family member, have needed blood or blood products for surgery or for medical treatment.

Unifor Local 222 has joined Canadian Blood Services' Partners for Life program.

Whenever you donate blood, let them know you are a Unifor Local 222 member.

There is a Permanent Blood Donor Clinic in Oshawa, located at 1300 Harmony Road North (southwest corner of Taunton and Harmony).

**Please call 1-888-2-DONATE (1-888-236-6283) to book your appointment.**



Canadian Blood Services  
*it's in you to give*



**United Way**  
Durham Region

**For more information about the United Way of Durham Region, please call the office at 905-436-7377, or visit [www.unitedwaydr.com](http://www.unitedwaydr.com) where you can also make an online donation. Thank you!**

# Retirement Process Running Smoothly

THE ONLINE RETIREMENT PROCESS HAS BEEN IN effect since March of 2012. The new process has made the system more efficient and now includes the option of the Commuted Value (CV). The commuted value offers our members an option on how they would like their pension paid. This CV option is different from the CV which



**Ted Lawrence**

Pension  
Representative &  
Unifor Local 222  
Second Vice President

was offered at the time of the Truck Plant closure, due to the fact the Health Care Trust health care is now included.

**RETIREMENT PROCESS RUNNING SMOOTHLY**  
*continues on page 24*

## Unifor Local 222 Retirees

Our Best Wishes go out to the latest group of Unifor Local 222 retirees.  
Good luck to each and every one of you.  
We wish you all the best in your future endeavours.

| Name                | Unit And Department | Years of Service | Retirement Date | Name                 | Unit And Department | Years of Service | Retirement Date |
|---------------------|---------------------|------------------|-----------------|----------------------|---------------------|------------------|-----------------|
| Antonio A. Alves    | GM/69A              | 30.0             | Nov/13          | Alec D. Martin       | GM/54               | 33.4             | Dec/13          |
| John Beggs          | GM/49D              | 31.0             | Dec/13          | Edward McCallum      | GM/731              | 31.4             | Dec/13          |
| Herman Benne        | GM/83               | 29.3             | Jan/14          | Thomas H. McHaffie   | GM/51               | 30.2             | Nov/13          |
| James G. Bird       | GM/85               | 30.4             | Dec/13          | Errol G. Mignott     | GM/51               | 30.0             | Dec/13          |
| Stephen R. Border   | GM/53               | 30.8             | Jan/14          | Richard V. Morton    | GM/1                | 30.9             | Dec/13          |
| Douglas A. Bryans   | Auto Warehousing    |                  |                 | Martin Mueller       | GM/69A              | 30.0             | Nov/13          |
|                     | Canada              | 45.0             | Oct/13          | Martin P. O'Brien    | GM/51               | 30.4             | Dec/13          |
| Douglas A. Campbell | GM/85               | 29.1             | Dec/13          | Norma M. Reardon     | GM/741              | 30.0             | Jan/14          |
| Paul L. Cunningham  | GM/731              | 29.5             | Jan/14          | Elizabeth H. Reid    | GM/1                | 33.8             | Dec/13          |
| Ivor G. Francke     | GM/741              | 29.3             | Jan/14          | Stephen E. Sarginson | GM/66               | 37.2             | Jan/14          |
| Mark Hambly         | GM/70               | 30.4             | Dec/13          | Ross S. Seeley       | GM/751              | 30.0             | Nov/13          |
| Innocent James      | GM/94               | 31.4             | Dec/13          | Gary Smith           | GM/551              | 30.7             | Dec/13          |
| John R. Krysinski   | GM/49R              | 30.0             | Sept/13         | James A. Thompson    | GM/51               | 39.5             | Jan/14          |
| Lachlan D. Lawson   | GM/18               | 34.2             | Dec/13          | Kevin W. Tink        | GM/42               | 30.2             | Oct/13          |
| James B. Lynde      | GM/82               | 30.0             | Nov/13          | David E. Willoughby  | GM/70               | 36.6             | Dec/13          |
| Bernard J. Malnick  | GM/30               | 36.5             | Jan/14          | Peter Wood           | GM/81               | 25.2             | Dec/13          |

### SPECIAL NOTE TO GM MEMBERS NOW RECEIVING THEIR RETIREMENT PAPERS:

The Union is not copied by the GM Canada Benefits Centre if you go through the process by yourself online. The Union will not be aware you have retired. Your Union needs this information so we include your name in this Oshaworker list, send you a Unifor Retirees card (needed for elections), change your status and include your new pension number in our database. Without a copy of your papers, we will be unable to provide documentation support in the future to

yourself or your family if you do not include the Unifor/GM Pension Reps in your retirement process.

\*\*\*Commuted Value: If you decide on the CV option, there is a form to be filled out to ensure you get your Unifor Retirees Card; your status is changed with the Union; and delivery of your Oshaworker continues. The voluntary \$24/year Retirees dues (which are tax deductible) can be paid at the Unifor Local 222 Union Hall at any time. 🍁

# Commuted Value Update For GM Members

**LAST MONTH WE LOOKED AT THE DIFFERENT INCENTIVE** options available to GM members as they approach retirement and what to do with the pension monies available to them from GM. Another way to take the Commuted Value (CV) is to purchase a life annuity through an insurance company. This would be done through a financial advisor that you trust, who would shop around for the best rates available through plans that would have to come close to a GM monthly pension.

For example, if your commuted value is \$650,000, the insurance company's annuity is quoted at \$640,000 to purchase. The GM Benefit Centre, after you've signed off, would transfer the \$640,000 to the insurance company; the remaining \$10,000 would be sent to the member, less the appropriate taxes.

The language in the retirement papers for this states "Transfer my lump sum to an insurance company for the purpose of purchasing a Life Annuity. Maximum Transfer Value does not apply. The cost of the purchase of the Life Annuity must be less than or equal to the total lump sum. Funds above the cost of the purchase of the life annuity (if applicable) will be paid in cash less withholding taxes."

Again, it depends on the interest rate at the time if there are any monies left after the transfer to an annuity.

A lot of our members have been focusing on taking the CV option where a portion with the maximum transfer value has to be put in a LIRA (Locked-In Retirement Account). The remainder is then taxed at 30 percent and put in to the member's bank account, which in turn is then taxed again by the provincial government at approximately 12 percent. If you have private RSP room, you can then purchase an



**Glen Grill**  
Alternate Pension  
Representative

after-tax RSP, which will help offset the provincial taxes. Many of you have asked, "Can you put the money in your private RSP room before it is taxed?" Unfortunately the answer is no, the rules are that you have to be taxed first and then purchase the RSP(s). If a request is put it to transfer the funds into an RSP before it is taxed, GM denies the request.

The CV will be recalculated to reflect the interest rates in effect on the month of your last day worked, i.e. if you retire Jan. 1/14, you are tied to the December 2013 interest rates. Additionally, in order to account for your true service, your CV payment cannot be paid until two months following the date your retirement benefits begin.

In the case of those who start a new job, there is the option of transferring the lump sum amount to their new employer's Registered Pension Plan - if that plan permits such a transfer. Benefits above the Maximum Transfer Value will be paid in cash, less withholding taxes. If your new employer's plan is a Defined Benefit plan, the Maximum Transfer Value does not apply.



Wishing you and your family happy holidays and all the best in the New Year!

For any pension questions, especially anything to do with the CV, please call me. At any time you can have your supervisor or committeeperson put in a call for me or I can be reached in the office at 905-644-3642, mike 2863 or email [glen.grill@gm.com](mailto:glen.grill@gm.com).

In Solidarity. 🍁

## Retirement Process Running Smoothly

*Continued From Page 23*

It is your money and your option. I do urge you to take the time to get some impartial advice on what is best for you.

### Being Prepared For Retirement

- Take a pre-retirement class at the Union Hall. It is never too early to do so. Saturday classes are coming early in the New Year; no date confirmed at the time of writing
- Make sure you have your user ID and password for GMCL Benefits 1-877 442-4625
- If you have been previously married you should check to

see that there is not a previous spouse on file. This can cause delays and more documents may be needed.

Check to see you have the following documentation:

- Birth certificate for you and your spouse or common-law partner
- Marriage licence or common-law affidavit
- Social Insurance Number for your spouse/common-law partner

Merry Christmas and Happy New Year! I hope everyone has a safe and enjoyable Holiday and all the best in 2014.

For any pension questions or concerns, have your supervisor or committeeperson put in a call for me. I can be reached in my office at 905-644-6342 or mike radio 5432 or email [ted.lawrence@gm.com](mailto:ted.lawrence@gm.com).

Working for the Membership 🍁

# GM Flex Layoff Information

**AT THE TIME OF WRITING, THE FLEX** Plant is slated to be down from Dec. 20/13 until production resumes with the third shift on Jan. 12/14. All seniority employees will receive Christmas vacation pay for the first week; vacation pay plus Short Work Week (SWW) for the second week; and then be coded layoff for the week of Jan. 5-12/14. For E.I. purposes, your last day worked/paid will be Jan. 3/14, as you will receive SWW for those two days Jan. 2-3/14. Applications may be filed on or after Jan. 5th (not later than 28 days from last day worked/paid). This gives you until Jan. 31st to complete your application. If you fail to complete your application by Jan. 31st, Service Canada will deem it late and you may forfeit any benefit (SUB or E.I.) payable.

SWE employees who have worked 90 or more shifts in the last six months will be eligible for the contractual Christmas pay (Dec. 23/13-Jan. 1/14). For E.I. purposes, your last day worked/paid will be Jan 1st. Applications should also be filed on or after Jan. 5th and no later than Jan. 29th. If you have not worked 90 shifts and are therefore ineligible for full Christmas pay, you will be paid for Dec. 25th and 26th as well as Jan. 1st. Your application should be filed on or after Dec. 29th, with a last day worked of Dec. 26th. When doing your E.I. reports, you will need to declare earnings for Jan. 1st (8 hours at \$23.91 = \$191).

We are not sure who the source of useless information is, but someone has taken it upon themselves to advise their co-workers that they can leave the country while serving a waiting period. This is not correct! According to Service Canada, you must be ready, willing and available for work if you are serving a waiting period or collecting benefits.

Failing to declare you were out of the country while serving a waiting period or collecting benefits is considered fraud and can lead to fines as well as increasing the number of hours required to qualify for benefits. We know several people who have been caught committing this 'fraud' and it doesn't end happily. If you are going to be out of the country for the entire week of layoff, do not even file for E.I. or SUB. The reason is that E.I. will set up a claim for you with no waiting

time served and this claim will end 52 weeks later. There is no point in starting a claim with no waiting period served. If you are going to be out of the country for part of the layoff week, go ahead and file a claim but be sure to declare the days you were not available for work. You will be given credit for the days you were available.

We would like to wish you and your loved ones a Very Merry Christmas and a Happy New Year.

If you require assistance with your claim, please call us as we will be in the office from 6:30 - 2:30 daily as of Jan.



**Mark Farrell**

SUB Representative



**Bryan Gay**

SUB Representative



**Tim Rankine**

Alternate SUB Representative

2/14. Mark can be reached in office 905-644-1541, email mark.farrell@gm.com and Bryan can be reached in office 905-644-7839, email bryan.gay@gm.com. If leaving a message from the third shift please let us know a good time to contact you and a number you can be reached at.

In Solidarity.★

## January 2014 Flex Layoff Information

Applications should be filed on or after Jan. 5, 2014 **but not later than 28 days from your last day worked.**

Applications can be filed online by going to [servicecanada.gc.ca](http://servicecanada.gc.ca). Select your desired language then under "I want to" select "Apply for Employment Insurance Benefits."

Scroll to the bottom of the next page and click on "Start application". You will then be asked if you are trying to retrieve an application that you started earlier, click "No" and then "Continue". Next, select "Benefits for employees". You will then be asked if you were given a reference code; click "yes" and enter code 3526042013333333. Press "Continue" and then "Continue" on the next page.

You will be asked for security information: SIN, last name, mother's maiden name etc. Make sure you spell your mother's maiden name correctly or your application will be screened out. Click "Continue" after answering these questions and then click "Continue" to validate your security information. You will be given a temporary password; write this down and click "Continue." You will then fill in personal information and click "Continue." Next is banking information; if you are not on direct deposit, we highly recommend you sign up for it as it speeds up payment considerably. It also eliminates the possibility of lost or stolen cheques. You will be asked your employer's name. You do not need to answer your first day worked but you need to put in your last day worked, then enter your GM clock # and click "Continue." You will be asked if you worked less than 21 weeks as well as "did your earnings vary." Answer and click "Continue." You will then be asked if someone helped you with your application; answer "No" and click "Continue."

You will then be given six pages of rights and responsibilities which you must accept in order to submit your application. After accepting these, you will be given a confirmation number (write this down) and the first part of your application is complete.

To receive your E.I. benefits, **you must GO BACK ONLINE once your claim is set up to file reports, even if you are only serving a new waiting period.**  
**All weeks of layoff MUST be reported.**

This is done on the same website you did your application.

To file reports, select your desired language and then click "Complete E.I. Reports" which is right under "Apply for Employment Insurance Benefits."

**SPECIAL NOTE:** If you have a VACATION LEAVE in the system for any weeks of layoff and want to collect SUB/E.I., **you must cancel this leave prior to the layoff.** We would advise you request a hard copy of the cancellation and keep this in your records.

### UNIFOR SUB REPRESENTATIVES

**MARK FARRELL**  
644-1541



**BRYAN GAY**  
644-7839

# Review Of Vision Benefits For GM

## Active Member Vision Benefits

Routine eye exams are covered up to \$85 every 24 months (if the provincial health care plan excludes coverage). For prescription eyeglasses (frames and/or lenses) or contact lenses every 24 months up to a maximum of:

Single Vision - \$220  
Bi-Focal - \$275  
Multi-Focal - \$345  
Contact Lenses - \$230

- Repairs (not replacements) at the usual and customary rates, as determined by the carrier.
- Reimbursement for laser eye surgery up to a maximum of \$345. A covered person reimbursed for laser eye surgery will not be eligible for any other reimbursement for vision benefits for a period of 48 months.

If a covered person has diabetes or other medical conditions requiring frequent lens changes (as substantiated by an ophthalmologist or optometrist), they will be eligible for new lenses yearly whenever they have a prescription change.

Contact lenses will be covered every 12 months, when the covered person's visual acuity cannot otherwise be corrected to at least 20/70 in the better eye, or when medically necessary due to keratoconus, irregular astigmatism, irregular corneal curvature or physical deformity resulting in an inability to wear normal frames.

Lenses and frames received under

the Company's prescription safety glasses program for which no benefits were received under this plan shall not be considered lenses and frames under this plan.

## Retirees Vision Benefits

Routine eye exams are covered for persons between ages 20 to 64. Reimbursement is to a maximum of \$85 for 80 percent of the cost of one vision examination, by a qualified optician, optometrist or ophthalmologist, once in a 24 month period when this benefit is not covered under the provincial health care plan.

There is reimbursement of 80 percent for the following vision expenses up to a combined total maximum of \$300 for all covered vision expenses every 24 months

- Prescription eye glasses (frames and lenses), contacts every 24 months
- Laser eye surgery (with no other vision benefit payment allowed for 48 months)

If a covered person has diabetes or other medical conditions requiring frequent lens changes (as substantiated by an ophthalmologist), they will be reimbursed 80 percent of the cost for new lenses whenever they have a prescription change, subject to a maximum of \$300 for each new pair of lenses.

Contact lenses will be covered every 12 months for 80 percent of the cost to a maximum of \$300, when the covered persons visual acuity cannot otherwise be corrected to at least 20/70 in the



**Barry Grills**

GM Insurance Representative & Executive Board Member (Trustee)



**Don Thompson**

Service Representative



**Steve Bullock**

Service Representative

better eye, or when medically necessary due to keratoconus, irregular astigmatism, irregular corneal curvature or physical deformity resulting in an inability to wear normal frames.

The benefit period begins on the initial date vision benefits are received.

## Important Information For Retirees Who Are Diabetic

Starting Jan. 1/14 the Ontario Assistive Devices Program (ADP) will provide an annual grant of \$170. Green Shield Canada will be coordinating coverage with the government program. The first \$170 claims for diabetic syringes and needles will no longer be covered for those eligible for the grant. Follow these steps:

Contact ADP to get an application for Funding Insulin Syringes for Seniors form, 1-800-268-6021 or online [www.health.gov.on.ca/ca/en/public/programs/adpfm.aspx](http://www.health.gov.on.ca/ca/en/public/programs/adpfm.aspx) Complete the form

**REVIEW OF VISION BENEFITS FOR GM**  
*continues on page 27*

# Tuition Reminder As We Head Into A New Year

**WE WOULD LIKE TO TAKE THIS TIME TO REMIND THE MEMBERSHIP THAT WE** have until March 2014 to apply for and receive the 2013 \$1,300 tuition refund for your dependent children. This benefit is paid on a calendar year basis but the school year encompasses two calendar years, i.e. Sept. 2013 start May 2014 year end. As such you collect twice in either the first or last year of post secondary education. We recommend doing this the first year, then applying every January thereafter.

Christmas holidays are upon us, once again signalling the end to yet another year. We hope that everyone has had a safe, happy and healthy year for your whole family. As we look ahead to the New Year, here's wishing you and your family nothing but the best for a prosperous and happy 2014. 🍀



**Robert Osborne**

Alternate Service Representative



**Phil Masson**

Alternate Service Representative

# Congratulations To Retirees And Welcome Back SWEs

**WE WOULD LIKE TO CONGRATULATE ALL THE PEOPLE** who are moving on and enjoying the next chapter of their life in retirement. It has sometimes been a long and bumpy road laced with many laughs and heart-felt memories. With the closing of one chapter brings along the opening of another for the SWEs returning to work. We want to welcome you all and if you have any questions or need help with anything just call us. If you don't want your supervisor to know ask your team leader to call us, they all have our number. We are all in this together and need to stand united. If you feel you are being treated unfairly or are being bullied and intimidated, call us and we will put a stop to it immediately.

Every year we go through job reductions with the Company's GAP plan. This is extremely evident for the material department. Jobs are eliminated and the work distributed to the already-overloaded jobs which makes the already frantic pace seem unbearable. Follow your blue books and job write ups and write down any work you are doing which is not in the write ups. This is the best way to combat any discrepancies with your delivery routes. Once we have this evidence we can bring it to the Company's attention and they either resolve our issues or we put the job in dispute. The Company has an obligation to fix any issues and if need be we have very capable standards reps who will determine if we have enough time to do our jobs. The process seems to take quite some time to get resolved at times mainly because there are many jobs all over the Oshawa complex that require time studies and we only have one person from the union side

who does production and one who does material. We can help speed the process up by identifying the issues and bringing them to the Company's attention. We have been having issues getting the proper write ups for the material jobs but we are confident this will be fixed by the time this article is printed.

We want to give our condolences to Mike and Nadine for the loss of their loved ones and would like to remind everyone that we have coverage for counsellors if needed. Life offers us many struggles and sometimes talking to someone qualified helps ease the pain even just a little. We are fortunate to work so close to one another and the friendships made from this are second to none. There is nothing like getting support from our sisters and brothers and we have an abundance of that on our shop floor. If anybody feels the need to speak to a counsellor, contact us and we will point you in the right direction.

This will be the last article before our well-deserved Christmas holidays and we want to wish you all a Merry Christmas and happy holidays. This is the time for families to come together and show their love and appreciation for one another. We know all the kiddies will be looked after and we also have to make sure they are safe. With snow comes slippery conditions on the roads so keep an extra eye open to make sure everybody is safe.

Kevin can be reached at 905-644-4530, mike radio 211, email [kevin.f.campbell@gm.com](mailto:kevin.f.campbell@gm.com).✱



**Kevin Campbell**  
Zone 70  
Third Shift  
Committeeperson



**Rob Romano**  
Zone 70  
Third Shift  
Alternate  
Committeeperson

## Review Of Vision Benefits For GM

*Continued From Page 26*

and mail to: Assistive Device Program,  
5700 Yonge St., 7th Floor Toronto, ON  
M2M 4K5.

You only need to call Green Shield if you don't qualify for the ADP grant. Submit the denial letter from ADP to Green Shield as follows:

Green Shield Canada,  
Drug Special Authorization Department

8677 Anchor Dr., P.O. Box 1606  
Windsor, ON N9A 6W1,  
or e-mail to:

[drugspecial.autho@greenshield.ca](mailto:drugspecial.autho@greenshield.ca)

It is important that you send your denial letter or Green Shield will

assume that you qualify for this program and will not reimburse the first \$170 of your claims for diabetic needles and syringes each calendar year. Please retain your claim receipts until you exceed the \$170 in expenses and submit them all at once, or continue to submit your claims for these benefits to Green Shield as soon as they occur so that they know when the \$170 grant is satisfied. If your pharmacist submits your claim online to Green Shield, you do not need to send your receipts to Green Shield, they will automatically accumulate your claims towards the grant. After you have reached the \$170

deductible, Green Shield will reimburse any future eligible claims for diabetic needles and syringes for the remainder of the calendar year.

You can get Green Shield claim forms by going to [www.greenshield.ca](http://www.greenshield.ca) and printing them off their website.

Note: For any questions on Retiree benefits, refer to your Auto Sector Retiree Health Care Trust Booklet, GMCL Retiree Health Care Benefits Plan. For any further questions don't hesitate to call Green Shield at 1-888-711-1119.

Don Thompson and Steve Bullock can be reached at the Unifor Local 222 Union Hall 905-723-1187; Barry can be reached in-plant at 905-644-3278 or email [barry.grills@gm.com](mailto:barry.grills@gm.com).

We would like to wish you and your family a safe and happy holiday.✱

# Call Your Unifor Safety Rep

**THE COMPANY HAS ROLLED OUT A** new Employee Safety Concern Process which gives the supervisor up to seven days to address your concerns. If the concern is not addressed within this timeframe, it is to go to the Area Managers meeting for further review and corrective actions with another 23-day window. If the concern is still not addressed to satisfaction after the 30 day period, it makes its way to the PSRB (Plant Safety Review Board) meeting. Although we are in favour of latent issues being addressed at the PSRB, we are not willing to allow your issues to linger within this process. We strongly advise that you place a call to myself, or George if I am away, any time, preferably as early as possible, so that we may be active in providing the best possible solutions for your concern. As has always been the case in the past, it is the safety representative who can chase down maintenance, engineering, managers, JLL or Robinsons to quickly and suitably get your concerns corrected.

## Blame The System, Not The Worker

Looking through the numerous incident reports that come across my computer each and every day, one constant is observed in the majority of them. The worker is seen as the cause of the incident and the corrective actions are usually, Awareness, Retraining or a Paragraph 27 interview. This is the traditional "Blame and Punish" Behaviour-Based Safety that has somehow made its way into Oshawa managements tactics. As Union safety

representatives we do not agree with, nor accept, anything to do with Behaviour-Based Safety. We must actively push for a system that utilizes the "diagnose and treat" method of safety analysis and use our education and knowledge to promote and establish this into management's way of thinking. Too often the focus of the person investigating the incident, (usually the supervisor), is "why" did the worker take this course of action. Instead they should be asking "how" the system allowed for this action to take place. We need to shift management's thinking from "why" to "how." Sydney Dekker, PhD in Cognitive Systems Engineering and Master in Organizational Psychology states, "Underneath every seemingly obvious, simple story of error, there is a second deeper story, a more complicated story of the system in which people work."

## Unifor/GM Master Health And Safety Committee

The Master Safety Committee meets quarterly at various facilities throughout the organization and consists of members from the National union - Sari Sairanen and Jim Beaudry - as well as elected reps from the Unifor/GM Intra-Corporation Health and Safety Council. As chairperson of the safety



**Wayne Andrus**

Consolidated Line Shift #1  
Health & Safety Representative &  
Unifor Local 222 Executive Board  
Sergeant-At-Arms

council subcommittee, I also sit on the Master along with Steve Armstrong from St. Catharines and Jamie Wright from Cami. We are currently in the process of reviewing and revising several Canadian policies (ESWP, Lockout, Confined Space and Fall Arrest) and will be continuing in an ongoing basis to keep all policies up to date. The nanotechnology working group has met several times and is networking with our counterparts within the safety leadership of the UAW to keep on the forefront of this emerging technology

## Have An Enjoyable, Safe Holiday Season

I would like to thank George Bialecki for keeping me up-to-date on issues. Being on many different committees and councils, I am taken out of the plant for extended periods of time in which George has filled in admirably.

Have a great holiday season and remember that if you have any questions, concerns or require assistance you can call us any time at 905-644-1039 or radio 7429; email wayne.andrus@gm.com and george.bialecki@gm.com. 🍁

**Congratulations to Wayne Andrus who was selected by the Durham Region Labour Council to be this year's honoured recipient of the Health and Safety Activist Award. Wayne is pictured at right with Jim Freeman, President of the Durham Region Labour Council and Ron Svajlenko, Unifor Local 222 President.**



Photo by Cec Mackesey

# New Reporting Process Bringing Safety Accountability

**IN OUR LAST ARTICLE WE TALKED ABOUT THE NEW SAFETY** issue reporting process and after a month it seems to be achieving some results. Employee Safety Concern Sheets should be posted on the big blue 4/5 boards in your area. With this documentation we can hold management accountable to address your issues. If you raise any safety concern to your Group Leader be sure to remind them to track it on the 4/5 board.

There have been several incidents in the plant with material dollies breaking away from the train due to a lack of proper maintenance or poor design of these dollies. Management doesn't seem to realize or care that a free rolling train of dollies weighing several thousand pounds could just as easily hit a member of management as a real worker. We have put the Company on notice that this needs to be fixed. A recommendation was submitted to the Joint Health and Safety Committee that there should be a secondary chain to keep the trains from disengaging if the main connection fails. Management's position is to increase the Preventative Maintenance frequency on the dollies; this is not a good solution because we have seen time after time where something is good in the morning and breaks in the afternoon. We await a response from management with a plan to address the issue, or else explain why they feel it is not required. The fact that it will increase the number of material handlers to handle the extra work, or the cost associated with reworking existing dollies is not a relevant factor, in our opinion.

Also, we always encourage workers to be aware of your surroundings while walking through the plant. Stay on the green lines, make eye contact with mobile equipment drivers and wait for the wave. We want everyone in the facility to make it home from work in the same shape you showed up in!

Many jobs at GM require the use of Personal Protective Equip-

ment (PPE) and GM has a responsibility to ensure that it fits correctly and is appropriate for the hazard; for example, they can't give you a dust mask for protection against toxic fumes in a paint booth. If you feel the PPE provided is not appropriate, not in good condition, or ill-fitting, report it to your GL and get it replaced with proper PPE immediately.

Winter is arriving and unfortunately the cold weather brings snow and ice. The Robinson workers are responsible for keeping walkways, entranceways and steps clear of snow and ice. Most slips and falls occur just outside entrance doors and parking lot areas. When walking to and from your cars be cautious of the pavement conditions, have clear visibility and keep your hands free for balance rather than in your pockets when walking. Chances are poor when trying to get your hands out of your pockets to catch yourself in the event of a fall, which can lead to serious injury. Always use handrails on stairs and inform your supervisor of any areas that need attention.

We want to wish everyone a Merry Christmas and happy holidays and say thanks for the positive feedback regarding our articles. We are always available and ready to help you stand up for your rights and make GM a safer place to earn our living.

If you have any Flex issues or questions Tony can be reached at mike radio 380, or office 905-644-1039. For Consolidated, Darryl is at mike 2827, or 905-644-2827 and Jim is at mike 9655. 🍁



**Tony Marano**

Flex Plant Shift #2  
Health & Safety  
Representative



**Darryl Baker**

Consolidated Line  
Shift #2  
Health & Safety  
Representative



**Jim Wheeler**

Consolidated Line  
Shift #2  
Alternate  
Health & Safety  
Representative

## Safety Tips From The Third Shift

**FIRST WE WOULD LIKE TO WISH YOU** all a happy and safe holiday! When we think of safety, some common ideas come forward in this season.

1. Make sure ladders are on dry level ground when installing lights and decorations—have someone hold it!

2. Keep live trees well watered and never leave lights on when you're not at home.

3. Arrange to have a designated driver if you plan to consume alcohol over the holidays.

4. Use the time off to de-clutter. You may find things you can share with others and have a safer home.

There have been a ton of issues in the plant of late. In the New Year we hope you will take advantage of the safety sheets

on your 4/5 boards. This will ensure your Group Leaders address issues. Make a plan to talk to your coworkers before team meetings and use this time to bring issues forward. Once you have new issues on the 4/5 boards have your Group Leader put in a call for your Safety Rep so we can address the issue before the next safety meeting! Remember you can also call for your safety rep at the time of notifying your group leader.

We will continue to push for better bathroom cleaning. This seems to be a common problem in all areas, especially the bathroom at X28 in body. The delay putting it back in service again is unacceptable.

If you have a situation that you feel puts you at risk call your Group Leader



**Kevin O'Shea**

Third Shift Flex,  
Consolidated Stamping  
And Trades  
Health & Safety  
Representative



**Bill Kudla**

Third Shift Flex,  
Consolidated Stamping  
And Trades  
Alternate  
Health & Safety  
Representative

and if they cannot resolve it in a timely manner put a call in for us.

In closing, Kevin can be reached at mike radio 5789, office 905-644-5789 cell 905-718-0945 or by email at kevin.j.oshea@gm.com.

Remember to stay safe at work, at home and everywhere in between. 🍁

# Compliance With The Act By Both Workers And Supervision

THE OCCUPATIONAL HEALTH AND SAFETY ACT AND regulations make up health and safety law in Ontario. Guidelines and industry standards are not passed by the Legislature or Cabinet so they are not law, but they are important documents that in certain situations have the force of law. They should be considered good practice and a test of due diligence. The Act is loosely based and is the underlying approach of the Internal Responsibility System.

This system describes an approach to Health and Safety where workers and employers work together in certain activities to make the workplace safer. Sounds good on paper but we work in the real world where things are not perfect. When workers and employers can't find a fix, or the Company is not taking our concerns for safety seriously, and we have exhausted all our internal processes, the Ministry of Labour is there to enforce the Act. A MOL inspector attends a workplace for the purpose of inspection, investigation or consultation. The MOL ensures all workplace parties comply with the law. Before we call the Ministry we should understand employers' and supervisors' duties as well as workers duties under the Act.

## Duties of employers covered by Sections 25 & 26:

- take every precaution reasonable in circumstances for the protection of workers
- ensure compliance with Act and regulations
- appoint a competent person as supervisor
- instruct, inform and supervise workers
- inform workers or person in authority about all hazards
- train workers

- cooperate with and help joint committee
- notify joint committee of workplace incidents, injuries and illnesses
- maintain equipment

## Section 27 covers supervisors' duties:

- ensure workers comply with Act and regulations
- ensure equipment, protective devices or clothing is worn or used by worker
- advise workers of any potential or actual health and safety hazards

## Section 28 covers workers' duties:

- work in compliance with the Act and regulations use or wear equipment, protective devices or clothing required
- report absence of or defect in equipment or protective devices
- report hazards and contraventions of the Act or regulations

## Workers must not:

- remove or make ineffective any protective device
- use or operate equipment, machinery, devices or things that may endanger the worker or others
- engage in pranks, contests or rough/boisterous conduct

The Act must be posted in a conspicuous place in the workplace, usually in the entrance way. All supervisors will be given training on Health & Safety and their roles within the Act. If you feel your supervisor is not complying with the Act then please contact your Unifor Health & Safety Representative. 🍁



**George Bialecki**

Consolidated Line  
Shift #1  
Alternate  
Health & Safety  
Representative

# The Importance Of Working Within Your Footprint

IF YOU ARE A PRODUCTION worker the safest place for you to work is in your footprint. If you are following standardized work then you should be able to finish your job in it. There is a potential hazard that can lead to an accident or injury if you end up having to work outside of it. If for any reason you can't finish your job pull your Andon. Under GMS work practice this is the procedure that you are supposed to follow. GM makes the rules and we should use them to our advantage. So for your own safety do not work outside of your footprint.

## Skilled Trades Pre-Task Plan

Skilled Trades are an important part of our membership that contribute to making GM a profitable company. Their work is highly skilled and can be dangerous. One of the initiatives that the joint health and safety committee has put in place to address dangerous work situations is the pre-task plan. At this point all trades across the Car Assembly Plant should be familiar with it and it is vital to your safety to follow it. We will be covering it in the skilled trades

safety awareness training as a refresher.

## Supervisor's Responsibilities

All General Motors employees are covered under the Occupational Health and Safety Act. If you have a safety concern or issue the first step is to notify your supervisor. If your concern has been resolved to your satisfaction by the supervisor then that is the end

**THE IMPORTANCE OF WORKING  
WITHIN YOUR FOOTPRINT**  
*continues on page 31*

**By  
Rick Roberts**

Flex Plant Shift #1  
Alternate  
Health & Safety  
Representative

# New Unit Comes On Board In Local 222 From Uxbridge

**ON NOV. 13/13 THE WORKERS AT HANSON PRESSURE** Pipe in Uxbridge voted 71 percent to join our Union. We could not be happier. This has been a long time coming.

The workers at this plant make giant concrete pipes and bridge supports. They have the contract to supply bridge supports for the Hwy 407 expansion. We anticipate they will be adding employees in the new year.

This was the fourth attempt to organize this plant. We had a representation vote there in 2007 that resulted in a tie. In the past whispers of the plant closing and other scare tactics swayed some from voting to join the Union. This time the workers remained firm. Congratulations! We look forward to negotiating our first agreement and serving our new members.

## The Changing Face Of Local 222

One thing in our 77-year history that has remained con-

stant is change. Ten years ago we had 16 units. Today we have 27 units. The diversification of our Local has been a good thing for us. Each one of these units has added strength to our Local. During this time we have also tagged workers into three of our existing units. We will continue to add more. As always if you know someone who would like to join our Union I can be reached at 905-723-1187 or joelsmith@local222.ca.

I would like to take this time to wish you all a safe and happy holiday. I hope you all get to spend some time with friends and family. Merry Christmas and all the best to you and yours in the New Year. 🍁



**Joel Smith**

Unifor Local 222  
Local Union Organizer

## UNION ROD & GUN CLUB

**Devoting more than 70 years to Conservation**

**The club is open for trap shooting Sunday mornings from 10 a.m. to 2 p.m. and Tuesdays from 2 p.m. to dusk.**

**The club offers trap shooting, a rifle range and indoor handgun range.**

**For further information call the club at 905-987-5113 to leave a message or email [unionrodandgunclub@rogers.com](mailto:unionrodandgunclub@rogers.com)**

**The club is located at 3796 3rd Conc. Newcastle (east of Mill St.)**

## The Importance Of Working Within Your Footprint

*Continued From Page 30*

of the concern. If your concern has not been resolved to your liking that is when you put your hand up and ask to see your Union health and safety representative. The Act is very clear in stating that it is management's job to make sure they take every reasonable precaution to look out for your safety. Management is rigorous in making sure that we do our jobs so let's be sure that we make them do theirs.

### Looking Out For Each Other

One of the most important ways

of building a strong Union is for the members to feel that their co-workers have their back. I know from personal experience that if the co-workers around me stick together and fight an issue on the shop floor we have a good chance of winning it. It takes time to build that trust and it has to be led by the higher seniority people setting an example. Some members can be intimidated by management and afraid to raise an issue. If you see a co-worker who is being put into an unsafe situation and is afraid to say

anything then speak up. An injury to one is an injury to all.

### Retirement

A lot of our friends and co-workers are taking the incentive and are retiring from General Motors. Bonnie Daigle is one of those retiring. She is a 30 year employee who has worked most of them if not all in Dept. 85 trim and hardware. To me, she exemplified what a good Union member is. She was never afraid to speak up for herself or more importantly other co-workers. Management couldn't intimidate her. I for one will miss her spirit and compassion.

In closing I wish everyone a safe and happy holiday. 🍁

# It's Important To Know How Politics Affect You

**THIS BEING THE MONTH OF DECEMBER HAPPY HOLIDAYS/Merry Christmas to one and all!**

This past November elections were held for the Ontario Federation of Labour (OFL). I was elected as one of the delegates and feel very fortunate for the opportunity to attend such an important labour event. Thank you to the members for your support in the election. For those of you who know me well, then you know how important I believe political action is in a democracy. I know many of us say we don't care about or don't want to be involved in politics, but the fact of the matter is politics affect us every day. With a stroke of a pen legislation can change and rights and protections we take for granted as workers and citizens can be taken away. That is why in my opinion it is so important to stay abreast of the current issues that as Canadians are so important to us.

I would like to give a brief outline of what the Ontario Federation of Labour is all about. Brother Joel Smith, who is our community-based Union organizer at Unifor Local 222 was kind enough to add his expertise on this subject, thanks Joel for your contribution.

## Ontario Federation of Labour

As Canadians we are affected by three levels of government: municipal, provincial and federal. They regulate everything from criminal law, to highway law to parking bylaws. They also impact us as workers. Most workers in Canada work in jobs that are under provincial or territorial jurisdiction. The Federal

labour code covers workers in telecommunications, rail, banking, interprovincial/international transit or transport and seaways. Provinces and territories cover everything else and credit unions.

All levels of government affect us in the workplace.

Just as we have representatives at the federal, provincial and municipal levels, the Labour movement has organized itself in a similar way. In Canada the majority of mainstream unions are affiliated with the Canadian Labour Congress. The CLC is the national umbrella organization whose mandate is to regulate how affiliate unions interact with each other. They also coordinate and focus us on issues that affect all workers in Canada such as E.I., CPP and pension reform. You have probably seen the excellent CLC Fairness Works ads on television recently.

Similarly each province and territory has a federation of labour that works with affiliates on issues of provincial interest such as labour law, employment standards and Health and Safety legislation. Locally we have regional Labour Councils. The CLC mandates that each affiliate union also affiliate to their provincial/territorial federation as well as regional Labour Councils.

The Ontario Federation of Labour convention gathered activists and leaders from affiliated unions from around our province to strategize and debate resolutions. This convention sets the direction of the movement as a whole for the next two years. It is up to all of us as a movement to show solidarity and a shared sense of purpose as we promote and defend the interest and rights of workers in Ontario.

We must be prepared for a coming provincial election and the attack on workers' rights and their unions from the Tim Hudak Conservatives. If Hudak is successful our ability to bargain collectively and defend our members will be weakened. The OFL will be leading the defense of our rights with the leadership and membership of our union and others standing shoulder to shoulder. This convention comes at a crucial time for us as workers.

Our Local has a great connection to the OFL, as our very own past-president Cliff Pilkey led the federation for 10 years, from 1976 to 1986. His leadership showed how much we can accomplish when we unite together. Cliff's example is just as needed and relevant today.

Congratulations to all of our other successful delegates, maybe there's another Cliff Pilkey (regardless of gender) waiting to emerge! As the gate collections for women's shelters will already have passed by the time this issue is produced I would like to give a big thank you to the membership for their generosity in this most important cause.

My position is 20 hours per week. I can be reached by email, [lynn.ross@gm.com](mailto:lynn.ross@gm.com); office phone 905-644-4330; mike 3460; or through your committeeperson (no questions asked).

In Solidarity. 🍁



**Lynn Ross**

Human Rights/  
Employment Equity  
Female Advocate  
and Unifor Local 222  
Female Executive  
Board Member  
At Large



Canadian Labour Congress  
Congrès du travail du Canada

[WWW.FAIRNESSWORKS.CA](http://WWW.FAIRNESSWORKS.CA)

# Respect: Find Out What It Means

## Respect

- polite or kind regard; consideration; an expression of esteem or regard; to treat courteously or kindly

**WE HEAR IT IN SONGS AND EVERY-** day life... show some respect, can't get respect, doesn't have any respect. And you know what? We have a policy in our workplace called the Respectful Workplace Policy, which is to be upheld by the Union and the Company, so we are all included in this document.

We are all working closer together than we are used to. We are assigned footprints, specific areas we have to be in, and they can be pretty tight spaces just by the way the jobs are set up.

Even our radios are overlapping! What it comes down to, in creating a liveable workspace for ourselves and others, is to be respectful of those around you, even when it comes to playing different music. We have a Working Condition Letter on the use of radios and it reads 'to be kept at a personal level'. We're used to more room between each work station than we have now. Keep that in mind when you turn your radio to a volume that you think is only for your ears.

I have written before that for respect to work, it has to go both ways, between hourly and salary.

It doesn't take anything for management to show some consideration. If

supervision has to speak with a worker, take them to the side or have their job covered. Don't put someone on notice while they're still trying to do their job, or try to talk to a worker about missed work, that's asking for trouble. You know if you're criticizing someone while they're trying to work, they're going to get distracted and maybe end up missing work because a member of management is standing there chatting at them.

Putting someone on notice in front of co-workers is demeaning and disrespectful. We're working in such tight work areas now, it doesn't take much for the co-workers to overhear what's going on.

If something needs to be said, do it in



**Kim Martin**

Human Rights/Employment Equity Representative

a confidential manner. Not only is that more respectful, it's common sense.

This is the last article before the holidays. I want to wish everyone and their families a good one. Enjoy your time off, you deserve it!

I cover all three shifts and all plants. My radio is on till 8 p.m. each night and I can be emailed at any time, or put a call in through your supervisor or committeeperson, at kim.martin@gm.com, 905-644-1114 or mike #1114.

Till next time, stay safe and stay warm. 🍁

## Unifor/GM Referral to Counsellors

**For confidential assistance and referrals to counsellors  
please contact Kim Martin  
at 905-644-1114  
or by email at kim.martin@gm.com**

## **unifor** Local222 **MEETINGS**

The **General Membership** meeting is held at 3 p.m. on the first Thursday of every month except July & August.

The **General Motors Unit** meeting is held at 3 p.m. on the third Thursday of every month except July & August.

The **Oshawa Area Skilled Trades Council** meeting is held at 3 p.m. on the fourth Thursday of every month except June, July, August & December.

**Unifor Family Auxiliary meetings** are held at 7 p.m. on the first & third Tuesday of every month except July & August.

The **Retirees' Chapter** meeting is held at 1 p.m. on the first Monday of every month except July & August.

**ALL MEETINGS ARE HELD AT THE  
UNIFOR LOCAL 222 UNION HALL – 1425 PHILLIP MURRAY AVE., OSHAWA**

# 2014 Upcoming Environment Events

**WE HOPE EVERYONE HAS A WONDERFUL** Christmas and New Year celebration time with your family and friends.

This New Year is going to be a busy time for your Unifor Durham Regional Environment Council Executive. We have several community events already planned and more to come.

## Water Fluoridation Public Forum

Do you know what's in your drinking water? All over the world, cities are putting an end to municipal water fluoridation including our neighbouring cities of Windsor, Orillia, and Waterloo. Join us and learn about the health effects of water fluoridation in Durham Region. We invite everyone to this free important information night. Our guest speaker is toxicologist Dr. Paul Connett. The event starts at 7 p.m. at the Unifor Local 222 Union Hall, 1425 Phillip Murray Ave. Oshawa. This event is hosted by the Unifor Durham Regional Environment Council in partnership with Free Durham From Fluoride.

## Valentine's Comedy Show And Dance

Our Feb. 15th event is causing quite a positive stir. Ticket sales are brisk and we hope you can still get tickets to join us by the time you read this. Give us a call to get your \$20 tickets now. You can't beat the odds, 1 in 225 has an awesome chance to win a \$2000 trip for two, through Key Travel, donated by the Unifor DREC. We have been blessed to receive many great draw prizes, so many will be leaving with extra big smiles on their faces. Not only are you helping us to raise funds for local cancer prevention initiatives you will be fed some good food, be entertained and enjoy dancing to the Classic Rock band, Thoze Guyz and laughing your asses off to three Yuk Yuk's comedians.

## Unifor DREC Executive Elections

We will be taking nominations and holding elections if necessary for three-year terms for our Executive on March 17/14 at 3 p.m. at the Unifor Local 222 Union Hall in Room #2. We meet once each month except for July and August.

You must be in good standing as a Unifor member at the following Unifor Locals 222, 1090, 1136, 1996, 80, 1987, 370, 112, 524 and 584.

Positions available:

- President
- Vice President
- 2nd Vice President
- Financial Secretary
- Recording Secretary
- Six Trustees
- Two Sergeant at Arms

If you would like to read our Constitution, please contact me and I'll send it to you. Nominations will be accepted through my e-mail or home phone with



### Dave Renaud

Durham Regional  
Environment Council President  
Unifor Environment Representative  
GM Autoplex

the appropriate contact information or just show up to the meeting.

Please feel free to contact me if you have any questions. For GM in-plant issues, please call at 905-644-4930 Monday (days only), mike radio 1374 or email dave.renaud@gm.com or for outside issues, home 905-404-1279 Dave. Renaud@rogers.com. 🍁

THURSDAY, JANUARY 9, 2014

## DO YOU KNOW WHAT IS IN YOUR DRINKING WATER?

Learn About the Hazardous Health Effects of Water Fluoridation In Durham Region



### FREE INFO NIGHT

Bring your loved ones to this important information night and become informed about the issues surrounding water fluoridation

### FEATURING

World-Renowned Toxicologist  
and Leading Expert: **Dr. Paul Connett**

**TIME: 7:00pm-9:00pm**

**LOCATION: Unifor Local 222 Union Hall  
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# Abuse Of Painkillers Fastest Growing Form Of Addiction

Excerpted from York Region Community Health website

**STEVEN IS HAVING THAT DREAM AGAIN. IT'S THE ONE** where he goes into his mother's bathroom, moves a tile out of the way and finds a huge stash of OxyContin. He feels euphoric knowing he's got his hands on so many drugs.

The youth wakes up feeling happy. Then he realizes it was just a dream and he's crushed. "I had the realization that addiction had set in because I was mentally obsessed with drugs," says the 20-year-old. "It would creep in and I would fantasize about being on drugs."

At 18, Steven started taking prescription drugs recreationally with a friend. His friend's mom had had a stroke and the boys raided her painkiller prescription. "Painkillers made me feel okay with myself. They made me feel like people liked me and I felt connected to people. They solved my problems," he explains. But what started as a casual past-time with friends turned into an obsession for Steven.

He's not alone.

The abuse of opioids, specifically OxyContin pills, is the fastest rising form of addiction in Canada, says the Centre for Addiction and Mental Health (CAMH) in Toronto. Commonly misused prescription drugs include oxycodone (Percodan, Percocet, Oxy-Contin), hydrocodone (Tus-

sionex), codeine (Tylenol 1, Tylenol 3), morphine, hydromorphone (Dilaudid) and meperidine (Demerol).

While these narcotics are effective painkillers, they can also create feelings of intense pleasure or euphoria. People who misuse or abuse them can easily become addicted. "It's a good feeling," Steven says. "You get a warm buzz and you feel totally blissful. I always have had trouble riding the bus. For some reason, I have high anxiety when I ride the bus. But when I was on drugs I was comfortable riding the bus. I didn't have any fear."

A study, published in the Canadian Journal of Public Health in 2009, found that in major Canadian cities (outside Vancouver and Montreal) abuse of prescription opioids was overwhelmingly higher than heroin use.

In 2003, between 321,000 to 914,000 people were estimated to be abusing prescription opioids.

One of the main reasons for the growing popularity of painkiller addiction is the broad availability and accessibility of the drugs. People find them in medicine cabinets, they can be ordered on the Internet, they're prescribed by physicians.

The Ontario government is working on an expanded prescription tracking system that would send out an alert if someone tries to get the drugs from several doctors or attempts to fill prescriptions at several pharmacies. The misuse of prescription narcotics is a growing concern in Ontario and has become a serious safety issue for pharmacists and their patients.

Steven says he never went so far as to try to write his own scripts for painkillers but he did steal from family and friends who had legitimate prescriptions.

He says he took Valium regularly from his step-mom and stepsisters without them ever noticing. "I was never confronted," he says.

**By  
Tom Pflanzner**

Unifor/GM  
Substance Abuse  
Representative

## Substance Abuse Rep

**When you decide you need help,  
and want a referral for counselling,  
please call your Unifor/GM  
Substance Abuse Representative  
Tom Pflanzner:**

**905-426-0002 ■ mike radio: 348**

**Tom can then refer you to the appropriate  
alcohol and drug addiction counsellor  
for your situation.**

**ABUSE OF PAINKILLERS FASTEST GROWING  
FORM OF ADDICTION  
continues on page 37**

## Important Phone Numbers

**Unifor Local 222 Union Hall ..... 905-723-1187  
..... 1-800-465-5458**

**Unifor National Office ..... 1-800-268-5763**

**Unifor Dental Centre ..... 905-579-8730**

**Unifor Legal Services Plan ..... 905-433-4242  
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**GM Canada Benefits Centre ..... 1-877-442-4625**

# Abuse Of Painkillers Fastest Growing Form Of Addiction

*Continued From Page 36*

Many prescription drug abusers, especially young people, don't have to look much further than the medicine cabinet to get their fix.

As well, since about 2003, more 12- to 17-year-olds trying illicit drugs for the first time are experimenting with prescription opioids rather than marijuana, which used to be the "gateway" drug of choice. Steven says although opioid use wasn't prevalent among his peers, when he was abusing drugs he tended to spend more time with those who did. "I navigated around the people that were into it and I stopped hanging out with those that weren't," he says.

Over two years, Steven slowly began to notice how drugs had changed his life. But it was that recurring dream about finding drugs in the bathroom that prompted the youth to seek help. Last spring, he told his parents he was addicted to drugs.

He began treatment with a clinical psychologist, joined a support group for young people with addictions and has

been drug free for more than two years. "I still have the odd craving," he says. "But those thoughts and dreams (about drugs) have stopped."

If people deal with the issues that got them into drugs in the first place, they will have a better chance of getting clean and staying clean.

■ ■ ■ ■ ■ ■ ■ ■

If you decide you need help, talk to your doctor. Some doctors may be able to provide treatment, but most will refer you to a specialized treatment service.

Visit a community health centre; the staff can provide you with advice and information. In Oshawa call the Oshawa Community Health Centre Conant Complex - Dr. Bryce A. Brown Wellness Centre, 115 Grassmere St., Oshawa, ON L1H 3X7; 905-723-0036; website [www.ochc.ca](http://www.ochc.ca).

For any other issues, call your Unifor/GM substance abuse representative Tom Pflanzner: office 905-644-3723 (no voice mail) or cell 905-426-0002.

For workplaces other than General Motors, talk to your Employee Assistance Program representative. To find assessment and treatment services in your community, call the Ontario Drug and Alcohol Registry of Treatment (DART) at 1-800-565-8603, or look online at [www.dart.on.ca](http://www.dart.on.ca). DART keeps a database of every addiction treatment service in Ontario and offers telephone referral information. 🍁



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Whitby (905) 666-8000  
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# Enjoy The Season, Whatever You Celebrate

**ANOTHER YEAR IS ALMOST FINISHED. I HOPE THAT EVERY-**one will enjoy some much-needed time off over the next couple of weeks. I would like to touch on Christmas and a few different holy days for other religions that happen at this time of year.

Chanukah/Hanukkah, also known as the festival of lights or Festival of Rededication, is the eight-day Jewish holiday beginning on the 25th day of Kislev. It can occur very late November or throughout December.

Eid; Eid ul-Fitr; Ramazzan Bayram' Seker Bayrami is the

Islamic holiday that marks the end of Ramadan, the month of fasting. Fitr means "to break the fast" and symbolizes the breaking of the fasting period. This marks the end of Ramadan in the Islamic calendar and is celebrated anywhere between the end of one year or the beginning of the next in the Christian calendar.

Yule is the winter solstice celebration of the Scandinavian Norse mythology and Germanic pagans. This celebration is largely reconstructed to various extents by various groups. Yule and Yuletide refer to the period extending from December 24 to January 6 and is often used to refer to Christmas.

These are just a few different religious groups but I'm sure there are more out there, from the different people that I have talked with they all have said the same thing, they might not celebrate the religious part of Christmas but they do take part in the festivities of the season and being with family and friends.

So on behalf of the Unifor Local 222 Human Rights Committee, please enjoy this time with family and friends and season's greeting to one and all. 🍁



**Charlie Black**

Unifor Local 222  
Human Rights  
Committee  
Chairperson

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**to ensure you get the next issue.**

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# Everyone Participates In Community Service

**MANY THANKS TO ALL OF OUR MEMBERS IN OUR COMMUNITY** for all the volunteer work that you do all year for families that are in need. You may not realize how much you really do.

You do this through gate collections, Walk for the Cure, suicide awareness, donating gently used clothes in the red bins that are strategically placed out in our community that you see and Salvation Army to name a few. Giving your time to

shelters, retirement homes, collecting food and donating to your choice of community service and fundraising for any cause that is close to your hearts is a form of community service. We are the lucky ones to be able to give back to our community because we never know when we might need their help.

We as a community service do what we can through our Local Union and our Social Justice Fund. Christmas is right around the corner and it's one of the best times of the year to give whatever we can.

This year we will be giving to the John Howard Society that will provide many families with Christmas hampers that include everything from a turkey for dinner to monetary gifts for the families and individual things that are most needed. There are also other community partners that donate to this agency so their clients will be able to receive meal tickets when needed and bus passes to get to and from various appointments for those who have no way of transportation when the weather gets unbearable.

We would like to wish everyone a Happy Holiday and a Healthy New Year!

In Solidarity.🍁



**Stephanie Ross**

Unifor Local 222  
Community  
Services Committee  
Chairperson

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# Wrapping Up A Year While Looking Forward To 2014 Events

**MERRY CHRISTMAS, BROTHERS AND SISTERS. IT'S BEEN** another busy year for your Unifor Local 222 Recreation Committee and the Unifor South Eastern Ontario Recreation Council (SEORC). Between the two committees we hosted 10 fun-filled events. The monies raised at these events went to various charities. Thanks to all members who participated in our many tournaments etc.: Super Bowl Party; 10 Pin National Bowling Qualifier; Five Pin National Bowling; 10 Pin National Bowling; Local 222 Spring Four Person Golf Scramble; National Golf Qualifier; Retirees Picnic & Vintage Auto Show; Retirees Four Person Golf Scramble; National Four Person Golf Scramble; Local 222 Fall Four Person Golf Scramble.

All recreation events are done on the Recreation Committee members' own free time (with the exception of the Retirees Picnic).

A big thank you to all staff members at the Unifor Local 222 Union Hall. Their behind-the-scenes involvement definitely helps the success of our events.

Thanks as always to all our sponsors for their continuing donations.

Our next Local event is the Super Bowl Party at the Unifor Local 222 Union Hall. It doesn't matter which two teams are in the finals, it's always a good time, with plenty of prizes for all. The date is Sunday, Feb. 2/14, doors open at 3:30 p.m., tickets

will be \$20 advance, or \$25 at the door, drinks will be three for \$10.

The cost includes a roast beef dinner, random attendance prizes, pool grids, raffle prizes, plus a safe ride home is always available. Plan your party early, as tickets are limited. This is open to friends and family of Unifor members.



**Dean Howse**  
Unifor Local 222  
Recreation  
Committee  
Chairperson

## SEORC

The National 10 Pin Bowling Qualifier will be held Jan. 26/14 at Leisure Lanes in Oshawa. It is open to members, spouse and immediate family (sons and daughters).

The National Five Pin Bowling will be Feb. 22/14 at Neb's Fun World in Oshawa. There is no Qualifier for this event. This is also open to members, spouse and immediate family.

We are also hosting the National Hockey Tournament in March. As of this article's deadline, the exact date has not been confirmed. There will be three divisions: open 18 and over; 35 and over; 45 and over. Team entry forms for all events will be available at the Unifor Local 222 Union Hall or from a Recreation Committee member.

Since there is no January **Oshaworker**, we will see you in February.

Once again, from your Local Recreation Committee and the SEORC, we wish everyone a Merry Christmas and a happy and safe New Year. 🍁

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# Halfway Through, Shift 2 Is Anybody's Game

**WE ARE APPROACHING THE HALF-**way point of the regular season and unbelievably, just two points separate first and last place. The Sabres have been getting all their players out and are really pouring on the steam but the Capitals seem to be running out of it. Blackhawks are showing signs of resurgence and the Bruins are mostly in ruins. Luckily everyone makes the playoffs and we all know anything can happen once you are playing for all the marbles.

## Nov. 4

### ■ Capitals 5, Sabres 1

*Capitals:* C. Scott 2G, M. McVety and T. Woods 1G 1A, R. Weiler 1G, G. Beedham and M. Albrecht 1A

*Sabres:* J. Wheeler 1G, K. Caldwell and C. Olmstead 1A

John Wheeler scored the goal that breaks his little brother's shutout, but he needs to learn that hockey is a team sport and team victory trumps personal stats. I don't mind letting in one goal if

my team scores at least two. And maybe next time don't ride your stick down the ice like Tiger Williams bro!

### ■ Blackhawks 9, Bruins 1

*Blackhawks:* R. Leger 4G, B. Henry 3G 1A, B. Corriveau and M. McFadden 3A, J. Robinson 1G 2AJ. Barry 1G 1A, M. McConnell 2A, D. Lawson 1A

*Bruins:* D. Howse 1G, T. Kelly 1A

Bit of a stinker here, the Bruins have some work to do.

## Nov. 6

### ■ Bruins 5, Capitals 5

*Bruins:* K. Henry 2G 2A, S. Ward and C. Bickle 1G 1A, D. Howse 1G, S. McKenna and G. Baird 1A

*Capitals:* R. Craggs and R. Weiler 1G 2A, J. Deboo and R. Spence 1G 1A, C. Scott 1G, M. McVety and T. Woods 1A

Bruins had it in the bag, but the goat horns go to Scott Ward for hitting the side of the empty net, allowing the Capitals to come back and tie the game with 13.3 seconds remaining. Exciting indeed!



**Jim Wheeler**

Unifor Local 222  
Shift Two Hockey League

### ■ Sabres 4, Blackhawks 4

*Sabres:* T. Pohjolainen 2G 2A, K. Caldwell and C. Olmstead 1G 1A, J. Bodnar 2A, T. Mitchell and S. Wood 1A

*Blackhawks:* R. Leger 2G 1A, B. Corriveau 1G 2A, B. Henry 1G, D. Lawson and M. McConnell 1A

## Nov. 11

### ■ Blackhawks 5, Capitals 2

*Blackhawks:* B. Corriveau and R. Leger 1G 2A, R. Burgess, B. Henry and J. Barry 1G, D. Lawson and J. Robinson 1A

*Capitals:* R. Weiler 1G 1A, R. Craggs 1G, R. Spence and C. Scott 1A

**HALFWAY THROUGH,  
SHIFT 2 IS ANYBODY'S GAME**  
continues on page 42

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# Halfway Through, Shift 2 Is Anybody's Game

Continued From Page 41

Rick "Mad Dog" Burgess scores his first goal as a potential Unifor2HL star, and it was the game winner to boot!

## ■ Sabres 7, Bruins 1

*Sabres:* K. Caldwell 1G 2A, J. Bennett and T. Mitchell 2G, J. Bodnar and D. Harman 1G 1A, D. White and T. Pohjola 1A

*Bruins:* S. Ward 1G, G. Baird 1A

## Nov. 13

## ■ Bruins 6, Blackhawks 2

*Bruins:* M. Prentice 3G 1A, S. Thibodeau 3A, S. Ward and G. Baird 1G 1A, S. McKenna 1G, B. Barkwell, L. Mercier, B. Emerson and K. Henry 1A

*Blackhawks:* B. Henry 1G 1A, J. Barry 1G, M. McFadden, A. Ross and J. Robinson 1A

Spare players have been working out

very well for the Bruins this year, makes me wonder if there is a rotation plan for guys to take a game off so the calls go out to Mr. Henry and Mr. Prentice?

## ■ Sabres 7, Capitals 4

*Sabres:* J. Bennett 3G 2A, T. Pohjola 2G 3A, C. Olmstead 1G 3A, K. Caldwell 1G 1A, J. Bodnar 1A

*Capitals:* R. Weiler, R. Craggs, C. Scott and M. McVety 1G 1A, G. Beedham, R. Felgemacher, G. Hinchey and M. Albrecht 1A

This game was settled early, but all of the Capitals, excluding their goalie, kept working hard to make the outcome a little more respectable.

I hope everyone is enjoying the year, it seems like any team can win almost any game. I want to take a moment to wish everyone a Merry Christmas and

hope you enjoy your holidays. Please don't drink and drive. Don't forget that we still play the week that the Flex plant is down in January; keep an eye on your schedule.

Until next time, keep your head up, and stick down! 🍁

### STANDINGS

|            | W | L | T | GF | GA |   |
|------------|---|---|---|----|----|---|
| <b>PTS</b> |   |   |   |    |    |   |
| Sabres     | 3 | 2 | 2 | 29 | 24 | 8 |
| Blackhawks | 3 | 3 | 1 | 27 | 19 | 7 |
| Capitals   | 2 | 2 | 3 | 27 | 27 | 7 |
| Bruins     | 2 | 3 | 2 | 22 | 35 | 6 |

### TOP SCORERS

|                               | G | A  | Pts |
|-------------------------------|---|----|-----|
| K. Caldwell ( <i>Sabres</i> ) | 6 | 8  | 14  |
| B. Corriveau ( <i>Hawks</i> ) | 3 | 11 | 14  |
| R. Leger ( <i>Hawks</i> )     | 9 | 4  | 13  |
| S. Ward ( <i>Bruins</i> )     | 7 | 4  | 11  |
| R. Weiler ( <i>Capitals</i> ) | 4 | 7  | 11  |
| J. Bennett ( <i>Sabres</i> )  | 6 | 4  | 10  |
| C. Olmstead ( <i>Sabres</i> ) | 3 | 7  | 10  |
| T. Pohjola ( <i>Sabres</i> )  | 4 | 6  | 10  |
| C. Scott ( <i>Capitals</i> )  | 6 | 2  | 8   |
| J. Bodnar ( <i>Sabres</i> )   | 3 | 5  | 8   |
| M. McVety ( <i>Capitals</i> ) | 2 | 6  | 8   |
| G. Baird ( <i>Bruins</i> )    | 1 | 7  | 8   |

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# Truck Car League Holding Its Own Winter Classic

**LAST YEAR'S "A" CHAMPS DURHAM MEDICAL ARE THE** team to beat this year. John Deboo has his team all fired up. Two top scorers in the league are from Durham Medical, top goalie Al Aylesworth has the best average and the rest of us are left behind. It's still a long road to the playoffs.

## Oct. 22/13

### ■ ListenUp! Canada 6, Ontario Motor Sales 2

*ListenUp! Canada:* Blaine Corriveau 1G 1A, Tom Pohjolainen 2A, Terry Roy 2G 1A, Mike Golding 2G 1A, John Whiteman 1A, Rodney Boone 3A, Rob Nicol 1A, Greg Genereaux 1G 1A

*Ontario Motor Sales:* Jeff Baird 2A, Dave Comeau 2A and young gun Gord Myles, yes Brian Myles's son with 2G. Nice to see father and son out together.

### ■ Ice Sports 4, Bond Optical 4

*Ice Sports:* Roly Felgemacher 1G 1A, Dennis Jacobs 3A, Rick Weiler 1A, Tom Woods 1G, Steve Stone 1A, Phil Cochrane 2G 1A.

*Bond Optical:* Steve Wilson 1G, Brad Henry 3G, Grant Hinchey 1A, Don King 1A. It's a good job Steve Wilson has a young player too or they would not score too many goals.

### ■ Bittmore Bar and Grill 4, Durham Medical 4

*Bittmore Bar and Grill:* John Skwarchewsky 2A, Leo Mercier 2G 1A, Chris Olmstead 2G 1A, Joe Teatro 1A, Brick Emerson 2A

*Durham Medical:* John Deboo 1A, Chris Michelson 3G 1A, Steve Skene 1A, Andy Bahor 1G, Moe Cascanette 1A

## Oct. 24/13

### ■ Bond Optical 4, ListenUp! Canada 4

*Bond Optical:* Steve Wilson 1G 1A, Larry Slade 1A, Brad Henry 1G, Grant Hinchey 1G, Todd Harris 1A, Don King 1A, Ron Noble 1A, Howard McDonald 1G 1A

*ListenUp! Canada:* Myron Wijtowych 1G, Blaine Corriveau 1G 3A, Terry Roy 1G, Mike Golding 1G 1A

### ■ Durham Medical 7, Ontario Motor Sales 2

*Durham Medical:* John Deboo 1G 3A, Chris Michelson 1G 2A, Steve Skene 3G 2A, Andy Bahor 1G 1A, Moe Cascanette 1G3A

*Ontario Motor Sales:* Brian Myles 1G 1A, Bob Taylor 1A, Shawn McKenna 1G, Dean Howse 1A

### ■ Ice Sports 6, Bittmore Bar and Grill 1

*Ice Sports:* Roly Felgemacher 1A, Dennis Jacobs 2G, Brad Lyons

2A, Rick Weiler 2G 1A, Gary Beedham 1A, Tom Woods 3A, Steve Stone 2G 1A, Phil Cochrane 2A. Roly can't say Steve has hands of Stones when he is scoring goals.

*Bittmore Bar and Grill:* Leo Mercier 1G. I think Leo was the only guy on the team that day.



**John Perrault**

Unifor Local 222  
Truck-Car Hockey  
League

## Oct. 29/13

### ■ Durham Medical 5, Ice Sports 5

*Durham Medical:* Chris Michelson 1G 2A, Steve Skene 2G 2A, Will Smit 1A, Phil Jewel 1G 1A, Andy Bahor 1A, Steve Mullen 1G, John Wheeler 1A

*Ice Sports:* Dennis Jacobs 1G 2A, Brad Lyons 1A, Rick Weiler 2A, Jeremy Snowden 1A, Gary Beedham 2G 1A, Tom Woods 1G, Steve Stone 1A, Phil Cochrane 1G 2A

### ■ Bond Optical 5, Ontario Motor Sales 2

*Bond Optical:* Steve Wilson 1G 1A, Larry Slade 1A, Geordie Oliver 1A, Brad Henry 1G 1A, Grant Hinchey 2A, Mark Legree 2G 1A, Todd Harris 1G, Ron Noble 2A

*Ontario Motor Sales:* Jamie Simpson 1G, Jeff Baird 2A, Brian Myles 1A, Dean Howse 1G

**TRUCK CAR LEAGUE HOLDING ITS OWN WINTER CLASSIC**  
*continues on page 44*

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# Truck Car League Holding Its Own Winter Classic

Continued From Page 43

## ■ Bittmore Bar and Grill 4, Listen Up! Canada 1

*Bittmore Bar and Grill:* Chuck Bickle 1G 1A, John Skwarchewsky 1A, Chris Olmstead 1A, Joe Teatro 1G, Steve Allen 1A, Brick Emerson 2G 1A

*ListenUp! Canada:* Myron Wijtowych 1A, Greg Genereaux 1G

**Oct. 31/13**

## ■ Ontario Motor Sales 6, Ice Sports 1

*Ontario Motor Sales:* John Perrault 1A, Jamie Simpson 3G, Jeff Baird 1G, Dave Comeau 1G, Jim Robinson 1A, Shawn McKenna 2A, Dean Howse 1G 1A

## ■ Bond Optical 3, Bittmore Bar and Grill 2

*Bond Optical:* Steve Wilson 1A, Brian Korreck 1A, Geordie Oliver 1G, Brad Henry 1G 1A, Steve Reynolds 1G 1A

*Bittmore Bar and Grill:* John Skwarchewsky 1G, Chris Olmstead 1A, Marty McFadden 1G

## ■ Durham Medical 5, Listen Up! Canada 3

*Durham Medical:* Chris Michelson 1G, Steve Skene 1G, Shaune Aylesworth 1G 1A, Phil Jewel 1G 1A, Steve Mullen 1G 1A, John Wheeler 2A

*ListenUp! Canada:* Blaine Corriveau 1G, Tom Pohjolainen 1G 1A, Terry Roy 2A, Mike Golding 1A, Rob Nicol 1A, Greg Genereaux 1G.

Players, refs and timekeepers, do not forget the Christmas party on Dec. 19th. It is the last game before Christmas upstairs in the bar, hosted by Ice Sports. This is the last write-up before the holidays so everyone have a great Christmas and a happy New Year. To all the players in the Winter Classic, we play on Dec. 27th at 11:30 a.m. at Ice Sports and again on Dec. 30th at 11:30 a.m. also at Ice Sports. Also I have tickets to the Oshawa Generals game Jan. 24th, it's a Friday upstairs in the Medallion seats. Tickets are \$25 each same as last year. We have 150 seats so get them while they're hot. 🍀

### STANDINGS

|                      | W | L | T | Pts | GF | GA |
|----------------------|---|---|---|-----|----|----|
| Durham Medical       | 4 | 0 | 2 | 10  | 33 | 16 |
| Bond Optical         | 3 | 1 | 2 | 8   | 23 | 18 |
| Ontario Motor Sales  | 3 | 2 | 1 | 7   | 19 | 22 |
| ListenUp! Canada     | 2 | 3 | 1 | 5   | 20 | 25 |
| Ice Sports           | 1 | 3 | 2 | 4   | 20 | 23 |
| Bittmore Bar & Grill | 1 | 3 | 2 | 4   | 14 | 25 |

### SCORING LEADERS

|                                              | G | A | Pts |
|----------------------------------------------|---|---|-----|
| Steve Skene ( <i>Durham Medical</i> )        | 9 | 8 | 17  |
| Chris Michelson ( <i>Durham Medical</i> )    | 9 | 8 | 17  |
| Brad Henry ( <i>Bond Optical</i> )           | 7 | 3 | 10  |
| Blaine Corriveau ( <i>ListenUp! Canada</i> ) | 6 | 4 | 10  |
| Jamie Simpson ( <i>Ontario Motor Sales</i> ) | 6 | 4 | 10  |
| Terry Roy ( <i>ListenUp! Canada</i> )        | 4 | 6 | 10  |
| Phil Cochrane ( <i>Ice Sports</i> )          | 4 | 6 | 10  |

### GOALIES

|                                                     | GP | GA | Avg  |
|-----------------------------------------------------|----|----|------|
| Tom Haraj ( <i>ListenUp! Canada</i> )               | 6  | 25 | 4.16 |
| Claude Blanchet ( <i>Bittmore Bar &amp; Grill</i> ) | 4  | 14 | 3.50 |
| Dave Hutchison ( <i>Bond Optical</i> )              | 6  | 18 | 3.00 |
| John Perrault ( <i>Ontario Motor Sales</i> )        | 6  | 22 | 3.66 |
| Al Aylesworth ( <i>Durham Medical</i> )             | 6  | 16 | 2.66 |
| Dave King ( <i>Ice Sports</i> )                     | 5  | 21 | 4.20 |
| Moe Tessier                                         | 2  | 11 | 5.50 |
| Rob Burgess                                         | 1  | 2  | 2.00 |

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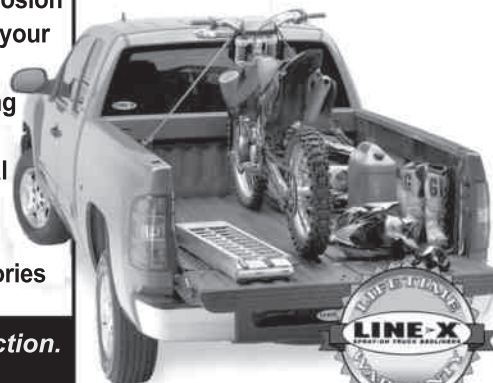
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# Shift #1 Truck Plant Ten Pin Tid Bits

IN THE FIVE WEEKS (OCT. 10-NOV. 7/13) COVERED IN THIS article, we were witness to several amazing scores posted at Leisure Lanes. On Oct. 10th, Kayla Ghersini duplicated Paul Tadeson's previous feat of sparing the first frame of her third game: then had 11 strikes in a row for a 290! Of course, her team, "The Spunky Ones" wiped the floor with our "I Don't Know" squad that night. To make matters worse, the very next week, our team played "All In The Family" and wouldn't you know, Bill Guard's bowl-off showed a perfect 300 game! It's my understanding that this was done, even though he had to pause before throwing his last ball in the 10th frame to answer his cell phone. At this point in time one had to wonder what was going to happen against us the next week. Perhaps an 800 triple? Thank goodness that didn't happen!

Along with her 290, Kayla threw a 266+224, for a 780 triple plus a 740 triple the very next week, consisting of 267+247+226. Now you know why we figure an 800 triple is only a matter of time. Bill Guard's perfect 300 was combined with a 248+189, for a 737. Either one of these individuals are capable of scoring 800 triples, along with a few others in our league!

Over this same time frame there were also 15 600+ triples recorded: Kayla Ghersini (674)+(658), Rick Wilkes (643)+(634)+(619)+(619), Paul Tadeson (636)+(631)+(607), Rick Jeffrey (641)+(621), Jim Cassells (645), Sharon Armour (636), Jon Mitchell (636), Larry Adams (621). Outstanding

effort guys, and congratulations Sharon Armour, for your first 600+ triple with your new ball!

This leads me to the winners of the first section, namely "The Spunky Ones," consisting of Debbie Killens, Brandy Ladouceur, Kayla Ghersini, Rick Merrill and Sharon Armour. Well done, folks!

There were 500+ triples at a premium as well, with 77 of them tossed. 200+ games seem to be the norm also, as we saw 92 of them on the scoresheets. Phenomenal!

As of Nov. 7th, we have \$107 in the five-pin pot. The only triple thuds in one night were by Debbie Rowan on Oct. 31st.

There was limited action concerning the gutter ball trophy, with Lina Law catching the gutter twice on Oct. 10th, to claim it then, only to have it taken away by Kathy Gabona on Oct. 31st when she cleaned out the "dust bunnies" twice in the 6th frame of her first game. It's yours for now Kathy!

Difficult spare conversions were as follows: Francois Picard 1-3-6, 2-5-10, Bob Kitchen 5-7, Kathy Jeffrey 5-7, Elaine Howatt 3-10, Larry Adams 1-2-4-10, 6-7-10, 1-2-10, Ken Dibartelomeo 6-7-10, Sharon French 5-7, Rick Jeffrey 5-10, Gilles April 5-7, Janice MacDonald 1-3-7&1-3-5-6-7, Kathy Gabona 1-3-10, Don MacKinnon 1-2-10, Frank Law 5-7, Gilles April 1-2-10. Good bowling folks!

All in all, a great five weeks of bowling, so until next time, good bowling, and watch out for those five-pins!★



**Carl Kemp**  
Shift #1 Truck Plant  
Ten Pin Bowling

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# Unifor Five-Pin Bowling League

**WELL FELLOW BOWLERS, WE ARE WELL ON OUR WAY AND I HOPE THE PINS ARE FALLING** for you (because they aren't falling for me). By the time you read this our first section Hi-Lo will be over, so congratulations to the winners. We can look forward to the second section Hi-Lo.

We are still looking for new bowlers so spread the word or just show up on a Friday night at 6-6:15 p.m. at Neb's Fun World on Wilson Rd. N. in Oshawa.

Since this is the last article before Christmas, on behalf of the entire Unifor Bowling

Committee, we would like to wish you and yours a very Merry Christmas and nothing but Peace, Health and Happiness to all in the New Year.

Have fun and be safe. 🍁



**Paul Kelly**

Unifor Local 222  
Five Pin Bowling

|                   |          |
|-------------------|----------|
| Dan Richards      | 628, 657 |
| Les MacDonald,    | 600      |
| Jim Reid,         | 602      |
| Ginny Moore       | 631      |
| John Stonebridge, | 605      |

## 700 CLUB

|                    |          |
|--------------------|----------|
| Gary Henderson     | 749      |
| Steve Brackenridge | 775, 752 |
| Harry Langkraer    | 711      |
| Dan Richard        | 704, 739 |
| Steve Bell         | 711      |
| Greg Buller        | 756      |
| Josh Groetelaars   | 737, 771 |
| Nick Derry,        | 744      |
| Les MacDonald      | 754, 701 |
| Robert Boyle,      | 725      |
| John Byrne,        | 703      |
| Tom Byrne          | 752      |
| Jeff Groetelaars   | 720      |
| Ron Jones,         | 732      |
| Don Schaefer       | 712      |

## 800 CLUB

|                     |          |
|---------------------|----------|
| John Van Hemmen Jr. | 834, 825 |
|---------------------|----------|

## 600 CLUB

|                    |                    |                 |               |
|--------------------|--------------------|-----------------|---------------|
| Josh Groetelaars   | 661                | Dave Murray     | 627, 607      |
| Greg Buller        | 609, 671, 663      | Jim Meikle      | 676           |
| Tom Byrne          | 680, 629           | Bob Woolley     | 611, 687, 659 |
| Randy Maybee       | 641                | Leigh Carrigan  | 632, 633, 670 |
| Steve Bell         | 689, 653, 695, 695 | Dick Brooks     | 606, 623      |
| Steve Brackenridge | 693, 665, 698      | Harry Langkraer | 622           |
| Gail Mark          | 610                | Henry Chyb      | 636           |
| Gary Henderson     | 631, 659, 663      | Don Schaefer    | 645, 676      |
| Robert Boyle       | 684, 600           | Wilson Kelloway | 653, 654      |
| Jeff Groetelaars   | 643, 610           | Missy Bouvier   | 658           |
| Rich Carrigan      | 661, 678, 637      | Nick Derry      | 606           |
|                    |                    | Bob Engley      | 673, 647, 649 |
|                    |                    | Phil Locke      | 610           |

|                     |               |
|---------------------|---------------|
| John Byrne          | 670, 633, 662 |
| Debbie Bryant       | 608           |
| Pat Skeldoch        | 619           |
| Jennifer Fudge      | 685, 686, 621 |
| Paul Derry          | 644, 628      |
| Todd Taylor         | 621, 679, 692 |
| Barb Taylor,        | 613           |
| Bob Huff            | 676, 688      |
| Dave Klein,         | 630           |
| Nicole Williams     | 634, 638, 609 |
| Alan Park,          | 600           |
| John Van Hemmen Jr. | 651, 666      |



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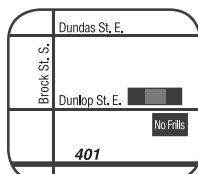
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# Junior Golf League Looking Forward To Two New Courses

ONCE AGAIN, THE UNIFOR JUNIOR RETIREE GOLF league was a huge success. We have many good memories and enjoyed a lot of good times together this summer.



Photo by Eileen Corbet



**Rob Small**

Junior Retirees'  
Golf League  
President

All of the golf courses treated us well, with fantastic rewards and amazing hospitality.

We are looking forward to next year, as we will be playing at two new courses.

I would like to thank everybody for a great season. A special thanks to the Executive Committee for all their hard work and dedication and to those who volunteered their time by helping out throughout the season.

I'd like to take this opportunity to thank the Unifor Family Auxiliary for all their time and effort that makes the banquet a huge success.

In closing, I hope to see everybody next year. Have a safe and happy winter. Registration will take place April 8/14 from 11 a.m. to 1 p.m. 🍁

**Melanie Guy graciously accepts a donation to Denise House from Rob Small and the Junior Retirees' Golf League.**

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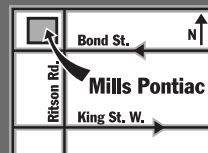
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| 16. _____ | 17. _____ | 18. _____ | 19. _____ | 20. _____ |

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Your advertisement can be delivered to the Unifor Local 222 Union Hall at 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4;  
OR by fax to 905-436-9515; OR by email to local222@local222.ca

## the OshaWORKER classifieds

Snow tires and rims, Firestone Winterforce P215-70R16, Equinox, Impala, Pontiac, Torrent, \$200. Call: 905-436-1796

Collectible Ashton Drake dolls, brand new condition, with certificate, still in boxes, from 1980s & 90s, selling cheap, in Bowmanville. Call: 905-419-0455

House trailer, in family park Peterborough area, sleeps 6, new stove, deck, \$3700. Call: 289-939-5941

Honda generator, 1000 watts, great shape, used 2 seasons, \$100 obo; snow/ice tires, Dunlop 185/70-14. Call: 905-983-5405

Ultramatic single bed, vibrates, \$199; microwaves, Kenmore \$45, \$20; Hamilton Beach blender/cooler, new, \$70; telescope, new, \$50; beaded wedding dress sz 7-8 \$195. Call: 905-240-1683

Men's navy 3 pc suit, virgin wool, made in Canada, sz 48, mint condition, \$50 obo. Call: 905-436-5023 evenings

4 Polar Trak MS Hercules 205-55R16 \$120; 4 Magnagrip winter 175-65R14 \$120; 1 new Goodyear Eagle 255/65R15 \$40; woodstove \$150; folding ramps \$60. Call: 905-725-6072

Goose down queen size duvet with removable, washable beige cover, from smoke-free and pet-free home, exc. cond., \$75. Call: 905-434-3929

Chrome bug deflector \$75; tonneau cover \$100; fit Silverado 2007-2013. Call: 905-743-9347

40" TV with stand \$400 for both; 10" mitre saw with table \$250. Call: 905-723-5930 after 3 p.m.

Coffee table, 2 end tables, oak with glass tops, \$100 obo, good condition. Call: 905-433-4031

4 Michelin winter tires, Lat X-Ice green LT265/70R16, 16k, fast HD alum. 9" rims, 6 stud, 2 3/4 pitch, fits GM Canyon \$800. Call: 905-576-7171

4 cyl. engine with 33,000 km on rebuild, with alternator and starter motors, comes with 5 spd trans., will separate, out of 1998 Jeep TJ, \$350 engine, \$250 tranny. Call: 289-200-2344

GE coin-O- dryer (needs motor); fold-away exercise bike; doorway baby gate; 15" Nordic ice/track snow tires on 1997 Caravan steel rims. Call: 289-685-5373

24" Admiral stove, original mint condition (1970); Hebaush dryer; large bookshelf wall unit; bar stools, 2 white, 2 black; 40 gal. hot water tank. Call: 905-725-7249

2 snow blowers, Toro 2000 4.5 hp gas \$250, Yardworks electric \$75; Diamond 2500 power washer; Honda motor \$400; tan couch with recliners \$300. Call: 705-324-0619

30" stove, almond colour. Call: 905-404-9317

5 hp 24" snow blower \$250; steel work bench, 2 drawers, wood top \$150, never used. Call: 905-683-4177

Walnut dining room set, 11 pc., Canadian made by Gibbard, pristine condition, asking \$575; wingback chair \$100. Call: 905-728-3796

NHL air hockey table, exc. cond., keeps score, asking \$100. Call: 905-571-0549

Oak dresser, very good condition, with mirror, asking \$350. Call: 905-728-5533

Dehumidifier, 3-in-1, brand new; wall pictures; silk trees; outdoor items; bench set; palm tree, much more. Call: 905-433-7988

Honey oak dining table, 6 chairs, 24" leaf, glass door lighted buffet with side buffet, \$900. Call: 905-372-2896

4 Kelly tires 285-75R16, very low mileage, \$800 obo; S10 parts, front clip, box, doors, hood, \$100. Call: 613-472-0004 Rick

### WANTED

Front end snow blower for lawn tractor, must be 42" plus, 1987 or older, must be almost complete for parts; 4-15" trailer tires. Call: 705-277-9495

14x16 to 16x20 Prospector canvas wall tent. Call: 905-720-4917 Scott

Older, vintage Boy Scout, Cub, Girl Guide, Brownie items and books. Call: 905-448-3125

Brooklin pottery by Harlander. Call: 905-723-8220

30" stove; decent 12 volt riding lawn mower battery; appliance cart; 1992 Geo Metro/Chevy Sprint for parts or as-is. Call: 905-571-4471

## Union Visits

**For those in Lakeridge Health Oshawa only: Anyone wishing a visit by the Retirees' Sick & Visiting Committee should call the Union Hall at 905-723-1187.**

**This applies to both active and retired members of Unifor Local 222.**

# Gus Brown

## PONTIAC BUICK GMC

**Mon-Thurs 7:00 am - 9:00 pm  
Friday 7:00 am - 5:00 pm  
Saturday 8:00 am - 3:00 pm**

**WE HONOUR THE COMPLETE GM EMPLOYEE DISCOUNTS  
for all GM Employees, Siblings & All GM Retirees**



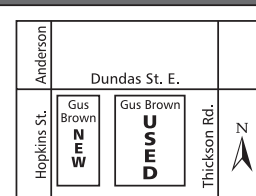
- 2 shuttle service vans for Durham Region including Brooklin
- Convenient drive through service department
- Parts department • fix auto collision centre
- Optimum used vehicles
- Have your vehicle professionally serviced by our team of fellow Unifor members!

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Canada

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for more information

The Tell-A-Friend program rewards members who refer people to AWCCU for a mortgage. Not only will you receive \$500 CASH\*, but your friend will receive \$500 CASH\* as well!

**\$500\***  
**CASH**  
FOR YOU

+

**\$500\***  
**CASH**  
FOR A FRIEND



*Auto Workers Community*  
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\*Contact AWCCU for more details. Mortgage Referral Program is subject to conditions, and AWCCU reserves the right to terminate or change this offer at any time. Referral reward will be paid upon funding of the mortgage, amount of reward may vary based on mortgage terms and amount of mortgage. Minimum \$150,000 mortgage. Must be funded within 90 days.



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Financial Secretary

UNIFOR LOCAL 222 UNION HALL  
1425 PHILLIP MURRAY AVENUE, OSHAWA

905-723-1187

www.local222.ca

1-800-465-5458

# 2014

**SHIFT #1**  
**NIGHTS**

**SHIFT #2**  
**NIGHTS**

☐ GM Holidays

| JANUARY              | FEBRUARY             | MARCH                | APRIL                |
|----------------------|----------------------|----------------------|----------------------|
| S M T W T F S        | S M T W T F S        | S M T W T F S        | S M T W T F S        |
| 1 2 3 4              | 1                    | 1                    | 1 2 3 4 5            |
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| 19 20 21 22 23 24 25 | 16 17 18 19 20 21 22 | 16 17 18 19 20 21 22 | 20 21 22 23 24 25 26 |
| 26 27 28 29 30 31    | 23 24 25 26 27 28    | 23 24 25 26 27 28 29 | 27 28 29 30          |
|                      |                      | 30 31                |                      |
| MAY                  | JUNE                 | JULY                 | AUGUST               |
| S M T W T F S        | S M T W T F S        | S M T W T F S        | S M T W T F S        |
| 1 2 3                | 1 2 3 4 5 6 7        | 1 2 3 4 5            | 1 2                  |
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| 11 12 13 14 15 16 17 | 15 16 17 18 19 20 21 | 13 14 15 16 17 18 19 | 10 11 12 13 14 15 16 |
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| 25 26 27 28 29 30 31 | 29 30                | 27 28 29 30 31       | 24 25 26 27 28 29 30 |
|                      |                      |                      | 31                   |
| SEPTEMBER            | OCTOBER              | NOVEMBER             | DECEMBER             |
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| 14 15 16 17 18 19 20 | 12 13 14 15 16 17 18 | 9 10 11 12 13 14 15  | 14 15 16 17 18 19 20 |
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